

REPORT
ON
SURVEY OF LABOUR CONDITIONS
IN
MATCH FACTORIES IN INDIA
(1965-66)

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STATEMENT 2.3

*Estimated Proportion of Women Workers
(31st March, 1965)*

Centre	Total Number of Factories@	Percentage of Factories Employing Women	Total Number of Workers*	Percentage of Women Workers (of Col. 4)	Percentage of Women Workers to the Total Number of Women Workers in the Industry
1	2	3	4	5	6
1. Madras	137	100.0	10,060	45.4	70.6
Large Factories	19	100.0	5,966	25.9	64.4
Small Factories	118	100.0	4,094	73.8	74.3
2. Residual	58	100.0	10,144	18.8	29.4
Large Factories	7	100.0	8,482	10.1	35.6
Small Factories	51	100.0	1,662	63.1	25.7
3. All India	195	100.0	20,204	32.0	100.0
Large Factories	26	100.0	14,448	16.6	100.0
Small Factories	169	100.0	5,756	70.7	100.0

@ This number does not tally with the number of factories in Statement 1.2. The difference is due to the fact that some factories were found closed at the time of Survey.

* Both 'Covered' and 'Not Covered' under the Factories Act, 1948.

It would appear from the Statement that more of the small-size units employed women workers than large ones. About 71 per cent of the women workers were employed in Madras alone. Nearly all the women workers were employed as production workers. Women were found to be working in almost all the manufacturing departments but an overwhelming majority of them were employed in jobs like box-filling and band-rolling. The main reason advanced by the employers for the employment of women in the Industry was that the nature of work was light and more suitable to women workers.

2.3. Child Labour

At the time of their Enquiry during 1944-45, the Labour Investigation Committee had found that there was little employment of children in the Match Industry except in the factories in the South and in the Central Provinces. The present Survey has also revealed that only three Match factories, two in Madras and one in the Residual Group, together constituting about 6 per cent of the factories in the country, had child labour on their rolls but they constituted a negligible* proportion of the total working force.

Children were employed in frame-filling, box-filling and band-rolling departments only. The main reason given by the employers for the employment of children was light nature of work.

2.4. Time-rated and Piece-rated Workers

According to the Labour Investigation Committee Report, nearly half of the workers in the Match Industry were employed on a piece-rate basis in 1944-45. During the present Survey, data were collected in respect of the distribution of Production Workers by method of payment *i.e.*, time-rated and piece-rated workers. Figures relate to both categories of employees, *i.e.*, those employed directly and through contractors, who were covered under the Factories Act, 1948. The Statistics are presented in Statement 2.4.

* About 0.2 per cent.

STATEMENT 2.4

Estimated Percentage Distribution of Production and Related Workers (including Supervisory) by Method of Payment (31st March, 1965.)

Centre	Total Number of Production Workers*	Distribution of Workers into		Percentage Distribution of Workers by Sex and Method of Payment.					
		Time-rated	Piece-rated	Men		Women		Children	
				Time-rated	Piece-rated	Time-rated	Piece-rated	Time-rated	Piece-rated
1	2	3	4	5	6	7	8	9	10
1. Madras	9,351	36.1	63.9	67.9	32.1	2.3	97.7	—	100.0
Large Factories	5,590	47.1	52.9	64.8	35.2	0.7	99.3	—	100.0
Small Factories	3,761	19.7	80.3	84.1	15.9	3.1	96.9	—	100.0
2. Residual	8,538	42.9	57.1	50.3	49.7	17.4	82.6	—	100.0
Large Factories	6,988	43.4	56.6	47.8	52.2	11.3	88.7	—	—
Small Factories	1,550	40.6	59.4	80.5	19.5	22.4	77.6	—	100.0
3. All India	17,889	39.4	60.6	57.7	42.3	6.8	93.2	—	100.0
Large Factories	12,578	45.1	54.9	54.6	45.4	4.5	95.5	—	100.0
Small Factories	5,311	25.8	74.2	82.7	17.3	8.1	91.9	—	100.0

* 'Covered' under the Factories Act, 1948.

It would be seen from the Statement that both the systems of payment were prevalent in the Match Industry but payment by piece-rate predominated as nearly 61 per cent of the Production Workers were paid on this basis. The rest (*i.e.*, 39 per cent) were all time-rated. The proportion of the piece-rated workers was invariably higher in small factories as compared to large ones. Among men workers, payment by time was found to be more popular. But the position was different in case of women workers who were mostly (about 93 per cent) employed on a piece-rate basis. Similarly, all the children employed in the Industry were piece-rated.

2.5. Contract Labour

No worker was found to have been employed through contractors in any of the Match factories covered during the Survey. Even in 1944-45, the employment of workers through contractors was not in vogue in this Industry according to the report of the Labour Investigation Committee.

2.6. System of Recruitment

The Labour Investigation Committee had reported that most of the recruitment in the Match Industry was made at the factory gate. The present Survey has also shown that about 93 per cent of the workers in the Industry, comprising about 88 per cent in Madras and about 98 per cent in the Residual Group, were found to have been recruited directly by the employers at the factory gate. Of the remaining workers in the Industry, about 4 per cent were taken through Employment Exchanges and the rest through other systems of recruitment like test, interview, etc. A welcome feature was that no recruitment had been done through intermediaries in the Match factories covered during the Survey.

2.7. Employment Status

During the course of the present Survey, information pertaining to the classification of directly employed Production and Related Workers (including Supervisory) into different categories according to employment status was also collected. For purposes of classification of workers into permanent, temporary, probationers, *badlis*, casual and apprentices, the definitions as contained in the Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, or some of the State Acts, were relied upon. However, since these Acts apply only to those establishments which employ more than a certain number of workers, many of the Match factories were either not obliged to frame Standing Orders or these had not been otherwise framed. In such cases, reliance was placed on the version of the management regarding the employment status of their workers.

It is estimated, on the basis of the Survey results, that about 59 per cent of the Production Workers in the Industry were permanent, about 37 per cent temporary and about 3 per cent were casual workers. The rest of the few workers consisted of probationers and apprentices who were employed in large factories only. There was no system of engaging *bidli* workers in any of the factories surveyed. The percentage of permanent workers was higher (about 65) in the Residual Group than that in Madras (about 54). The proportion of temporary workers employed in both the strata did not vary much. Casual workers were found employed in Madras only. As between large and small factories, the proportion of permanent and casual workers was higher in the former. Further details appear in Statement 2.5.

STATEMENT 2.5

Estimated Percentage Distribution of Production and Related Workers (including Supervisory) by Employment Status (31st March, 1965)

Centres	Total Number of Production Workers*	Percentage Distribution of Workers					Apprentices (Paid)
		Permanent Workers	Probationers	Temporary Workers	Budlis	Casual Workers	
1	2	3	4	5	6	7	8
1. Madras	9,351	53.5	0.2	39.9		6.3	0.1
Large Factories	5,590	72.9	0.4	16.6		10.0	0.1
Small Factories	3,761	24.8	—	74.5		0.7	—
2. Residual	8,538	65.3	—	34.3			0.4
Large Factories	6,988	72.3	—	27.2			0.5
Small Factories	1,550	33.6	—	66.4			—
3. All India	17,889	59.2	0.1	37.2		3.3	0.2
Large Factories	12,578	72.6	0.2	22.5		4.4	0.3
Small Factories	5,311	27.4	—	72.1		0.5	—

* 'Covered' under the Factories Act, 1948 and employed directly.

2.8. Length of Service

During the present Survey, statistics relating to length of service of directly employed Production and Related Workers (including Supervisory) covered under the Factories Act, 1948, was collected and is presented in Statement 2.6.

STATEMENT 2.6

Estimated Percentage Distribution of Production and Related Workers (including Supervisory) According to Length of Service (31st March, 1965).

Centre	Total Number of Production Workers*	Percentage Distribution of Workers having Length of Service of				
		Under 1 year	1 year and more but under 5 years	5 years and more but under 10 years	10 years and more but under 15 years	15 years and more
1	2	3	4	5	6	7
1. Madras	9,351	47.4	19.3	3.7	12.4	17.2
Large Factories	5,590	26.8	23.2	1.9	19.4	28.7
Small Factories	3,761	78.1	13.6	6.4	1.8	0.1
Residual	8,538	31.9	17.3	13.6	7.0	30.2
Large Factories	6,988	24.9	14.9	15.6	7.9	36.7
Small Factories	1,550	63.6	27.7	4.7	3.0	1.0
All India	17,889	40.1	18.3	8.4	9.8	23.4
Large Factories	12,578	25.8	18.6	9.5	13.0	33.1
Small Factories	5,311	73.9	17.6	5.9	2.2	0.4

* 'Covered' under the Factories Act, 1948 and employed directly.

It will be seen from the Statement that about 40 per cent of the 'Production and Related Workers' in the Industry had less than one year's service as on 31st March, 1965 and about 33 per cent of the workers had been in service for 10 years and above on this date. The remaining about 27 per cent of the workers came in the intermediary groups. Among the two strata, the proportion of workers with a longer length of service, i.e., 5 years and above, was higher in the Residual Group of factories (about 51 per cent) than Madras (about 33 per cent). As between the factories in the two size-groups, at the Industry level, the proportion of the workers having less than 5 years, service was much higher (about 92 per cent) in small factories as compared to large ones (about 44 per cent).

2.9. Absenteeism

No information in regard to the extent of absenteeism was collected during the present Survey as the Bureau had already collected information relating to absenteeism in respect of permanent and temporary Production Workers under the Annual Survey of Industries and it was expected that the same could be utilized for this Report also. Since the data collected during the Annual Survey of Industries, 1964, are still in the processing stage, no use could be made of them in this Report. However, in the present Survey, an attempt was made to obtain a general idea about the measures taken, if any, by the managements to reduce absenteeism. It is observed that measures for reducing absenteeism had been taken in about 21 per cent of the units in the Industry, as a whole, representing about 42 per cent of large and about 18 per cent of small factories. The proportion of factories which took steps to curb absenteeism was higher in Madras (about 27 per cent) as compared to Residual Group (about 7 per cent). The measures taken were, generally, payment of attendance bonus or taking disciplinary action against habitual absentees.

2.10. Labour Turnover

As in the case of absenteeism, only the information regarding the steps taken by the managements to reduce labour turnover was collected during the present Survey. The Survey results show that only one small factory in the Residual Group, constituting about 2 per cent of the Match factories in the country, had introduced bonus schemes for reducing labour turnover.

2.11. Regulation of Employment of *Badli* and Casual Labour

The system of employment of *badli* workers was not in vogue in any of the units surveyed. As regards casual labour, only about 36 per cent of the factories in the country, comprising 4 per cent of large factories and about 26 per cent of small factories employed such workers. All these factories were located in Madras. The findings of the present Survey reveal that none of the factories employing casual labour had taken steps to regulate the employment of such workers.

2.12. Training and Apprenticeship

There was, generally, no mention of the existence of any training/apprenticeship facilities in the Match Industry in the Report of the Labour Investigation Committee. Even the present Survey has shown that training/apprenticeship facilities were found to exist in only two large Match factories, one in Madras and another in the Residual Group, together constituting in the Industry about 3 per cent of the factories. The factory in Madras had a regular scheme for the purpose and training was given for the jobs of fitter and welder. The persons entitled to receive training were those who had qualified from some Industrial Training Institute. The period of training was 6 months during which trainees were paid a remuneration of Rs. 2.50 per day. Whether a trainee was guaranteed employment or not was at the discretion of the management. In the other factory, training was given for the jobs of general mechanic and electrician and all persons were entitled to receive training which was only on an *ad hoc* basis. Preference was, however, given to persons who had already received some training from Government institutes. The duration of training was normally 3 years which period could be extended or reduced at the discretion of the manager. Each trainee was entitled to a fixed daily allowance of Re. 1.00 for the first 6 months of training. After 6 months, the allowance was increased, depending upon the skill and ability of the trainee. This unit, however, did not guarantee employment to trainees.

There were written contracts between trainees and employers in both the units. No arrangement for supplementing on-the-job training with theoretical courses existed in any of these factories.

CHAPTER III

WAGES AND EARNINGS

3.1. Earnings

During the course of the present Survey, no attempt was made to collect data on wage rates for individual occupations as well as wage-revisions since this information had already been collected by the Bureau under the Second Occupational Wage Survey (1963-65).

3.1.1. Average Daily Earnings of Different Categories of Workers.—The data on earnings and pay-period in respect of Production Workers and All Workers were also not collected during the present Survey as the same were already available in the Bureau, having been collected in connection with the Second Occupational Wage Survey. Since the data collected are still being processed, it has not been possible to incorporate the same in this Report. The data on earnings collected during the present Survey, therefore, relate to only four categories of workers, viz., (1) Professional, Technical and Related Personnel, (2) Administrative, Executive and Managerial Personnel, (3) Clerical and Related Workers (including Supervisory) and (4) Watch and Ward and Other Services. The information relates to the pay-period immediately preceding the specified date, viz., 31st March, 1965, and is in respect of workers covered under the Factories Act, 1948. Statement 3.1 shows the average daily earnings of different categories of workers in the Match Industry during March, 1965.

STATEMENT 3.1

Estimated Average Daily Earnings of Workers by Broad Occupational Groups
(March, 1965). (In Rupees)*

Centre	Professional, Technical and Related Personnel	Administra- tive, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Watch and Ward and Other Services.
1	2	3	4	5
1. Madras	15.35	3.64	8.56	7.72
Large Factories	15.35	3.84	10.69	8.43
Small Factories	—	3.56	3.10	1.39
2. Residual	8.54	7.97	7.34	4.11
Large Factories	8.54	8.65	8.70	4.21
Small Factories	—	7.71	4.12	2.07
3. All India	9.28	5.15	8.20	5.51
Large Factories	9.28	5.43	10.10	5.79
Small Factories	—	5.04	3.42	1.69

* 'Covered' under the Factories Act, 1948.

It will be seen from the Statement that, at the Industry level, the average daily earnings of workers belonging to the group 'Professional, Technical and Related Personnel' were the highest (Rs. 9.28) and of those in the group 'Administrative, Executive and Managerial Personnel' the lowest (Rs. 5.15). The main reason for the earnings being low in the case of the group 'Administrative, Executive and Managerial Personnel' was that in one of the factories in Madras employing a large number of workers, they were very highly paid but since they were not covered under the Factories Act, data relating to them were not collected. Workers belonging to the categories 'Clerical and Related Workers (including Supervisory)' and 'Watch and Ward and Other Services' earned, on an average, Rs. 8.20 and Rs. 5.51 per day respectively. The earnings of all categories of workers were higher in large factories as compared to those employed in small ones, the difference being quite marked in the case of clerical and watch and ward employees.

3.1.2. *Average Daily Earnings of All Workers*—Statement 3.2 shows the average daily earnings, by components, of all workers during 1965 in Match factories in the country, as a whole. The information is based on returns received under the Payment of Wages Act, 1936 and relates to employees earning less than Rs. 400 per month and employed in factories as defined under Section 2(m) of the Factories Act, 1948 *i.e.*, factories employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for factories submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, 1936, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total man-days worked. Average daily earnings are derived by dividing the former by the latter.

STATEMENT 3.2

Average Daily Earnings of All Workers by Components (1965)

Component	Average Daily Earnings	Percentage
1	2 (Rs.)	3
1. Basic Wages	2.17	41.2
2. Cash Allowances (including dearness allowance)	2.68	50.8
3. Bonus	0.32	6.1
4. Money Value of Concessions in Kind	0.03	0.6
5. Arrears	0.07	1.3
TOTAL:	5.27	100.0

It would appear from the Statement that cash allowances (including dearness allowance) alone accounted for about 51 per cent of the total earnings, followed by basic wages (about 41 per cent). Bonus payments constituted about 6 per cent of the total average daily earnings. The contribution of arrears and money value of concessions in kind was very small.

3.2. Dearness Allowance

Commenting on dearness allowance, the Labour Investigation Committee (1944-45) reported: "There is no uniformity either in regard to the policy or the scale for the payment of dearness allowance in the industry or even as between different units in the same centre or in units in the different centres belonging to the same company. . . . Some factories pay no dearness allowance at all, while yet others pay as low a dearness allowance as annas two per rupee of earnings." The Committee found that in one of the Wimco factories at Ambernath (erstwhile Bombay State), all workers were paid dearness allowance at Rs. 30 p.m. while in the Madras factory belonging to the same management, only nominal cash daily allowance of anna one and four pies (10 paise) was paid and the rise in the cost of living was mainly met by supplying foodgrains, etc., to the workers at pre-war rates.

During the course of the present Survey, information was collected in respect of those Match factories where a separate dearness allowance was being paid to the workers. The Survey results show that only 5 Match factories, 2 (*i.e.*, one large and one small) in Madras and 3 (two large and one small) in the Residual Group, together constituting about 8 per cent of the factories in the country, were paying a separate dearness allowance to their employees. In the large factory in Madras, the dearness allowance of all workers was linked with Consumer Price Index Number for Madras (Base: July, 1935 to June, 1936 = 100) and in the other unit, it was paid at a flat rate to clerical employees only. Of the three factories paying dearness allowance in the Residual Group, in one, its payment was based on income slabs for all monthly-rated employees. In the case of some of the persons falling in the category 'Watch and Ward and Other Services' who were forthrightly-paid, the dearness allowance was linked with Consumer Price Index Number for Gauhati (Base: April, 1950 = 100). In the other factory, the dearness allowance was paid at a flat rate to all workers. In the remaining one unit, dearness allowance at fixed rates was paid to the manager, the clerk and the peon only.

3.3. Other Allowances

3.3.1. Production/Incentive Bonus or Pay—At the time of the Labour Investigation Committee's Enquiry (1944-45), very few units in Bombay and Assam were found paying production bonus to their employees. The results of the present Survey have also revealed that only 2 units in the Residual Group, one large and another small, together constituting about 3 per cent of the factories in the country, had introduced schemes for the payment of production/incentive bonus to their employees. In the large unit, the incentive bonus was payable to all workers if the output exceeded a certain limit. The rate of payment was 50 per cent of the basic wage per case for production over 100 cases within the period of 17 hours. In the small factory, the incentive bonus was payable to time-rated production workers only. The rate of payment differed for different jobs in the factory. For example, for mixing 40 kilograms of potash, the rate of payment was Re. 0.50 and for box-filling, the rate was Re. 0.25 per 26 dozen of boxes.

3.3.2. Night Shift Allowance—The system of paying night shift allowance was in vogue in only two large units, one in Madras and another in the Residual Group, together constituting about 3 per cent of the factories in the country. In both the factories, the allowance was payable to all categories of workers who worked in the night shift. In the factory in Madras, the rate of payment was Re. 0.50 per night shift whereas in the factory in the Residual Group, the rate was Re. 0.0625 per hour of night shift beginning from 5 P.M.

3.3.3. House Rent Allowance—The present Survey has revealed that there were only 3 units (one large and one small in Madras and one small in the Residual Group), together constituting about 6 per cent of the factories in the country, which were paying some house rent allowance to their workers. In the large unit in Madras, all those workers (except casual workers) who were getting basic pay up to Rs. 75 per month were entitled to house rent allowance at the rate of Rs. 5 per month whereas in the other unit in Madras, the allowance was paid to a foreman only at Rs. 14 per month. In the unit in the Residual Group, the house rent allowance was payable to three categories of workers, viz., 'Administrative, Executive and Managerial Personnel', 'Clerical and Related Workers (including Supervisory)' and 'Watch and Ward and Other Services' and the rates of payment were Rs. 12, Rs. 10 and Rs. 6 per month respectively.

3.3.4. Transport/Conveyance Allowance—None of the Match factories covered during the Survey paid any transport/conveyance allowance to workers.

3.3.5. Attendance Bonus—At the time of the Labour Investigation Committee's Enquiry (1944-45), a few units in Assam and Madras were found paying attendance bonus to their employees. When the present Survey was conducted, the system of paying attendance bonus was prevalent in only 3 large units in Madras, constituting about 4 per cent of the factories in the country. In one of these units, all workers except casual workers were given attendance bonus at the rate of 10 per cent of their basic pay for full attendance in a month and at the rate of 5 per cent of basic pay if there was only one absence in the month. In another unit, all workers except band-rollers and box-fillers were given 2½ days' wages per month as attendance bonus if they worked on all working days in the month. In the third unit, bonus equivalent to 2½ days' wages was given to managerial, clerical and production workers except band-rollers and box-fillers, if they worked on all working days in the month.

3.3.6. Other Cash Allowances—There was one large unit in the Residual Group which was paying 'relief allowance' to all workers. The rate of payment was Rs. 4 per month subject to the condition that the price at which rice was available in the local market was Rs. 16.87 per maund or above. The unit was also paying an *ad hoc* allowance of Rs. 10 per month to all workers drawing up to Rs. 400 per month as basic wage.

3.4. Bonuses

The practice of paying annual bonus or profit or war bonus was reported to be existing in many factories covered by the Labour Investigation Committee in almost all centres of the industry. The amount of bonus paid, however, varied from factory to factory and ranged between one-sixth of annual earnings and 3 months' wages. The practice prevailing at the time of the present Survey in regard to the payment of annual bonus, festival bonus and profit-sharing bonus is discussed below:—

3.4.1. Annual/Year-end Bonus—The present Survey has revealed that the practice of paying annual/year-end bonus was in existence in about 48 per cent of the Match factories in the country, comprising 55 per cent of the units in Madras and 33 per cent of the factories in the Residual Group. As between large and small factories, the schemes of paying annual bonus existed in about 61 per cent of the former and 46 per cent of the latter. There were regular schemes for payment of bonus in all the large factories and in about 78 per cent

of the small factories or about 82 per cent of the Match factories paying bonus in the country. Except one small factory in Madras where bonus was being paid as a result of voluntary agreement between the employer and the employees, in all others (representing about 95 per cent of the factories paying bonus), its payment was made at the discretion of the managements. Further details are given in the following paragraphs.

Madras (Large factories)

About 71 per cent of the large factories in Madras were paying annual bonus to workers on a regular basis and, in about four-fifths of these factories, the schemes covered all workers. In the remaining units, bonus was paid to only a few categories of workers such as managerial and clerical staff and time-rated production workers. Except in one factory where the condition attached to payment was one year's service, there was no such condition in any other unit. The rate of payment varied from unit to unit and ranged between 1½ months' and 4½ months' wages. The mode of payment was cash everywhere.

Madras (Small factories)

The practice of paying annual/year-end bonus was reported to be in existence in about 52 per cent. of the small factories in Madras and about 79 per cent of them had regular schemes for the purpose. In about four-fifths of the factories, the schemes covered all categories of workers and in the rest, bonus was paid to only time-rated workers. The most common condition for the payment of this bonus was certain minimum service in the unit, the duration of which varied from one month to one year. In about 35 per cent of the units paying bonus, no condition was attached for its payment. The rate of payment varied from unit to unit and ranged between 15 days' to 5 months' wages. The mode of payment was cash everywhere.

Residual Group (Large factories)

There was only one large Match factory in the Residual Group which was paying annual bonus to all its workers on a regular basis. The employees were paid bonus in cash equivalent to 37½ per cent of their basic earnings during the year.

Residual Group (Small factories)

The practice of paying annual/year-end bonus was found to be in existence in only 4 small Match factories, comprising about one-third of the small-size factories in the Residual Group. The schemes were regular in 3 factories. In three units, the schemes covered all workers and in the remaining one unit, it covered time-rated workers only. In one of the factories, the condition attached to payment of bonus was 240 days' attendance in the year and in another, it was a minimum period of 6 months' service. There was no condition attached to the payment of bonus in the remaining 2 units. Except in one unit where the amount of bonus paid to piece-rated workers was at the discretion of the management, in all other cases, the amount of bonus was either 15 days' or one months' wages. The mode of payment was cash in all the cases.

3.4.2. Festival Bonus—The practice of paying festival bonus was prevalent to a lesser extent than that of annual bonus, only about 21 per cent of the units in the country (comprising 24 per cent of the factories in Madras and 15 per cent in the Residual Group) having reported payment of this bonus on one or the other festival. Sizewise, about 42 per cent of the large and 18 per cent of the small factories in the country paid this bonus. None of the large factories in the Residual Group had any such scheme. The schemes were regular in about 55 per cent of the units paying festival bonus in the country. But its payment depended on the discretion of the managements in all the units paying the bonus. In about 89 per cent of the factories, the schemes covered all workers. In the rest (i.e., 11 per cent), bonus was paid to only managerial staff. Likewise, in a majority (i.e., about 83 per cent) of the factories, there was no condition attached to payment of festival bonus. In the remaining factories, condition like minimum service of 3 or 6 months' was prescribed. The rate of payment differed widely but in most of the cases, it varied from 2 months' to 3½ months' wages for time-rated workers and 5 to 8 per cent of the earnings in case of piece-rated workers. The mode of payment was cash everywhere.

3.4.3. Profit-sharing Bonus—No scheme for the payment of profit-sharing bonus was in operation in any of the Match factories surveyed.

3.5. Fines and Deductions

It was observed during the Survey that no Match factory in the country imposed any fines on the workers.

So far as deductions from wages of workers on account of damages, etc., are concerned, there was only one small unit in the Residual Group which was not making these deductions in accordance with the provisions of the Payment of Wages Act. Deductions register as required under the law was being maintained by only one large factory in the Residual Group.

CHAPTER IV

WORKING CONDITIONS

Working conditions obtaining in factories in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a good deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in the Match Industry as observed at the time of the Survey.

4.1 Shifts

According to the Labour Investigation Committee's Report, the Match factories generally worked only one shift during 1944-45. The present Survey has also shown that about 97 per cent of the Match factories in the country were working single shift. The practice of working double shift was reported in only two large Match factories, one each in Madras and the Residual Group, constituting about 3 per cent of the Match factories in the country. None of the Match factories surveyed was working night shift.* Details regarding shifts, etc., are set out in Statement 4.1.

STATEMENT 4.1.

Estimated Percentage Distribution of Match Factories According to Number of Shifts (1965-66)

Centre	Number of Factories	Percentage of Factories having		Percentage of Factories having Night Shift.
		One Shift	Two Shifts	
1	2	3	4	5
1. Madras	137	98.0	2.0	—
Large Factories	19	85.7	14.3	—
Small Factories	118	100.0	—	—
2. Residual	58	96.0	4.0	—
Large Factories	7	66.7	33.3	—
Small Factories	51	100.0	—	—
3. All India	195	97.4	2.6	—
Large Factories	26	80.6	19.4	—
Small Factories	169	100.0	—	—

4.2. Hours of Work, etc.

At the time of the enquiry of the Labour Investigation Committee (1944-45), the hours of work in Match factories were usually 9 per day. In some cases, 10 hours were worked on week days with half holiday on Saturday. Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have, however, been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any factory. The data collected during the present Survey show that about 97 per cent of the Match factories worked up to 8 hours a day and the remaining about 3 per cent worked for more than 8 and up to 9 hours per day. However, in none of the factories surveyed, the weekly hours of work exceeded 48. Further details are presented in Statement 4.2.

*For purposes of the Survey, a night shift was treated as the one whose majority of working hours fell between 10 P.M. and 6 A.M.

STATEMENT 4.2

*Daily Hours of Work
(1965-66)*

Centre	Total Number of Factories	Estimated Percentage of Factories where Daily Hours of Work for Majority of Adult Workers were		
		More than 7½ and up to 8 hours	More than 8 and up to 8½ hours	More than 8½ and up to 9 hours
1	2	3	4	5
1. Madras	137	98.0	2.0	-
Large Factories	19	85.7	14.3	-
Small Factories	118	100.0	-	-
2. Residual	58	96.0	-	4.0
Large Factories	7	66.7	-	33.3
Small Factories	51	100.0	-	-
3. All India	195	97.4	1.4	1.2
Large Factories	26	80.6	10.4	9.0
Small Factories	169	100.0	-	-

In about 58 per cent of the factories in the country, the spread-over was more than 8 and up to 9 hours and in nearly 35 per cent it was more than 9 and up to 10 hours. The remaining about 7 per cent of the factories had a spread-over of more than 10 hours. All the Match factories were allowing some rest interval to their workers. In about 59 per cent of the factories, its duration was up to one hour, and in about 34 per cent from more than one hour to 2 hours. In the rest of the factories, it was between 2½ and 4 hours. Details appear in Statement 4.3.

STATEMENT 4.3

*Estimated Percentage Distribution of Match Factories According to Duration of Spread-Over
and Rest-Interval
(1965-66)*

Centre	Number of Factories	Percentage of Factories where Spread-Over for Adult Workers was					Percentage of Factories where Rest-Interval for Adult Workers was					Percentage of Factories where Timings were not being ob- served
		More than 8 and up to 8½ hours	More than 8½ and up to 9 hours	More than 9 and up to 9½ hours	More than 9½ and up to 10 hours	More than 10 hours	More than ½ hour	More than ½ and up to 1 hour	More than 1 and up to 1½ hours	More than 1½ and up to 2 hours	More than 2 hours	
1	2	3	4	5	6	7	8	9	10	11	12	13
1. Madras	137	-	47.9	9.1	32.9	9.1	-	49.8	7.2	33.9	9.1	3.2
Large Factories	19	-	-	42.8	14.3	42.9	-	14.3	28.6	14.3	42.8	-
Small Factories	118	-	55.6	3.7	37.0	3.7	-	55.6	3.7	37.0	3.7	3.7
2. Residual	58	4.0	77.3	7.3	7.3	4.1	4.0	77.3	11.4	7.3	-	4.0
Large Factories	7	33.3	33.3	-	-	33.4	33.3	33.3	33.4	-	-	33.3
Small Factories	51	-	83.4	8.3	8.3	-	-	83.4	8.3	8.3	-	100.0
3. All India	195	1.2	56.6	8.6	26.0	7.6	1.2	58.0	8.4	26.0	6.4	3.4
Large Factories	26	9.0	9.0	31.3	10.4	40.3	9.0	19.4	29.9	10.4	31.3	9.0
Small Factories	169	-	63.9	5.1	28.4	2.6	-	63.9	5.1	28.4	2.6	3.0

Shift timings were observed strictly in about 97 per cent of the Match factories in the country. There were 3 Match factories, one large and one small in Madras and one small in the Residual Group, which were employing children. In Madras, their daily and weekly hours of work were 4½ and 27, respectively, in the large factory and 4 and 24, respectively, in the small factory, with no rest-interval in either. However, in the factory in the Residual Group, the daily hours of work for children were 8 with a rest-interval of 1 hour with the result that the spread-over was 9 hours. The weekly hours of work in this factory were 48.

4.3. Dust and Fumes

The Survey results show that processes giving off considerable amount of dust, such as peeling of wood for making match boxes and match sticks were being carried on in one large factory in Madras and two factories, one large and one small, in the Residual Group, together constituting about 5 per cent of the Match factories in the country. Besides isolation of dusty processes from other processes, all the units had installed local and/or general exhaust ventilation. The factory in Madras had also provided dust masks to the workers engaged on dusty processes.

As regards fumes, about 35 per cent of the Match factories in the country, comprising 40 per cent in Madras and 22 per cent in the Residual Group, were reportedly having processes such as manufacture of liquid wax which gave off fumes. It was observed that about 87 per cent of such factories (*i.e.*, 84 per cent in Madras and all in the Residual Group) had adopted some protective measures. Of the factories which had adopted some protective measures, all had installed local exhaust ventilation and about 12 per cent had provided general exhaust ventilation also. It was further noticed that about 93 per cent of the factories had isolated processes giving off fumes from others. None of the factories had provided any respiratory protective equipment to the workers engaged on fume-giving processes.

The house keeping *i.e.*, dusting, cleaning and arrangement of articles, etc., was generally good in all the units where dusty or fume-giving processes were carried on.

4.4. Seating Arrangements

Under the Factories Act, 1948, it is obligatory on the part of the managements of all factories to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunity for rest which may occur in the course of work. This aspect was enquired into during the course of the Survey and it was found that the percentage of the Match factories where workers were obliged to work in a standing position stood at about 65 (comprising about 81 per cent of the units, in Madras and 27 per cent in the Residual Group) and, from among them, about 44 per cent of the factories (comprising about 42 per cent in Madras and 58 per cent in the Residual Group) had made seating arrangements for their workers. It was also observed that about 49 per cent of the factories having seating arrangements had made the same for all those workers who were obliged to work in a standing position, whereas the remaining factories (*i.e.*, about 51 per cent) had provided seats to a few such workers only. The reasons given by the defaulting factories for not making seating arrangements were, generally, their apprehensions about smooth progress of work and efficiency of workers in sitting position.

4.5. Conservancy

The Factories Act, 1934, had made it obligatory for the factory managements to make proper sanitary arrangements and the Labour Investigation Committee had found such arrangements in only bigger units surveyed by it. Subsequently, the Factories, Act, 1948, made it obligatory for every factory to maintain an adequate number of latrines and urinals for the use of workers, laying down specifically the standard of such arrangements.

The present Survey has revealed that latrines had been provided in about 91 per cent of the Match factories in the country, comprising all large and about 90 per cent of the small ones. The proportion of factories providing latrines was a little higher (about 93 per cent) in the Residual Group than that in Madras (about 90 per cent). Of the factories providing latrines, about 26 per cent had water-borne sewer type latrines, about 9 per cent water-borne septic tank type, about 20 per cent had dry-type bore holes and the remaining about 45 per cent had provided dry-type pans.

Permanent latrines had been constructed by the managements of about 94 per cent of the factories while in the rest, only temporary structures had been set up for the purpose. As required under the law water taps in or near the latrines had been provided in nearly

46 per cent of the factories providing latrines. Proper screening arrangements to ensure privacy existed in about 91 per cent of the factories. Of the factories providing latrines and employing women, almost all (*i.e.*, 99 per cent) had provided separate latrines for the use of women workers. The floors of latrines were reported to be impervious in about 94 per cent of the factories. The latrine walls had been plastered in about 61 per cent of the factories and tarred in about 33 per cent. The rest of the factories (about 6 per cent) had both types of latrine walls, *i.e.*, plastered as well as tarred. About 85 per cent of the factories at the Industry level had an adequate number of latrines as judged from the requirement of the law.

Urinals for the use of workers had been provided in only about 42 per cent of the Match factories in the country, comprising about 49 per cent of large and about 41 per cent of small ones. The proportion of such factories was higher (about 45 per cent) in the Residual Group than that in Madras (about 41 per cent). About 70 per cent of the factories providing urinals had employed women and, from among them, about 93 per cent had provided separate facility for their use. The percentage of Match factories where urinals were properly screened was about 91. Permanent urinals had been constructed by the managements of about 92 per cent of the Match factories in the country and in the rest (about 8 per cent), they were of temporary construction. The floors of urinals were impervious in about 97 per cent of the factories. The urinal walls were found to have been plastered in about 67 per cent of the factories and tarred in about 24 per cent. The remaining Match factories (about 9 per cent) had neither plastered nor tarred the urinal walls. It was further observed that in about 80 per cent of the Match factories having urinals, adequate number of urinals had been provided.

4.6. Leave and Holidays with Pay

Annual leave (*i.e.*, earned leave with pay) is the only leave facility which is required to be granted by the employers to their employees as a statutory obligation under the Factories Act, 1948. Some of the State Govts. have also passed laws for the grant of national and festival holidays to persons employed in industrial establishments. All other types of leave facilities have come into vogue as a result of voluntary decisions of managements, agreements between the employers and the employees or under some adjudication awards. Statement 4.4 shows the different types of leave and holidays with pay that the workers in the Match factories were enjoying at the time of the Survey.

STATEMENT 4.4.

Estimated Percentage of Match Factories Granting Various Types of Leave and Holidays with Pay (1965-66)

Centre	Total Number of Factories	Percentage of Factories Granting			
		Earned Leave	Casual Leave	Sick Leave	National & Festival Holidays
1	2	3	4	5	6
1. Madras	137	85.3	—	5.2	100.0
Large Factories	19	85.7	—	14.3	100.0
Small Factories	118	85.2	—	3.7	100.0
2. Residual	58	85.3	11.3	4.0	92.7
Large Factories	7	100.0	33.3	33.3	100.0
Small Factories	51	83.3	8.3	—	91.7
3. All India	195	85.3	3.4	4.8	97.8
Large Factories	26	89.6	9.0	19.4	100.0
Small Factories	169	84.6	2.5	2.6	97.5

4.6.1. *Earned Leave*—In 1944-45, when the Labour Investigation Committee conducted its survey, there was generally no system of granting earned leave with pay to workers in the Match Industry. Only monthly-rated and permanent workers in some units were reported to be entitled to annual leave with pay. Since then there has been a considerable improvement in this direction due to legislative measures. The Factories Act, 1948, provides that every worker who has completed a period of 240 days' continuous service in a factory should be allowed, during the subsequent period of 12 months, leave with wages for a number of days calculated at the prescribed rate.

Statement 4.4 (Col. 3) based on the data collected during the present Survey would show that nearly 85 per cent of the Match factories in the country were granting earned leave with pay to their employees. As regards the period of leave, qualifying conditions and rate of payment, the managements of about 93 per cent of the factories granting such leave broadly followed the provisions of the Factories Act in this behalf.

Data were also collected in respect of the number of workers who were granted earned leave during the calendar year 1964 and the extent of leave actually availed by them. The Statistics are presented in Statement 4.5.

STATEMENT 4.5

Estimated Number of Workers Granted Earned Leave with Pay (During 1964)

Centre	Average Daily Number of Wor- kers Em- ployed	Number of Workers who En- joyed Leave	Percentage of Workers who Enjoyed Leave to the Total Em- ployed	Percentage of Workers who Enjoyed Leave						
				Up to 5 days	Over 5 and up to 10 days	Over 10 and up to 15 days	Over 15 and up to 20 days	Over 20 and up to 25 days	Over 25 and up to 30 days	Over 30 days
1	2	3	4	5	6	7	8	9	10	11
1. Madras	7,120	3,186	44.8	4.4	8.9	35.2	41.9	6.0	2.6	1.0
Large Factories	4,484	2,719	60.6	3.7	5.2	31.1	48.8	7.0	3.1	1.1
Small Factories	2,636	467	17.7	9.0	30.4	58.9	1.7	-	-	-
2. Residual	7,202	4,514	62.7	7.7	13.7	58.3	3.0	5.8	8.9	2.6
Large Factories	5,754	4,042	70.3	7.9	10.3	60.4	2.7	6.1	9.7	2.9
Small Factories	1,448	472	32.6	6.3	42.6	40.5	6.4	2.7	1.5	-
3. All India	14,322	7,700	53.8	6.4	11.7	48.8	19.1	5.8	6.3	1.9
Large Factories	10,238	6,761	66.0	6.2	8.3	48.6	21.2	6.5	7.0	2.2
Small Factories	4,084	939	23.0	7.7	36.5	49.6	4.1	1.4	0.7	-

The Statement (4.5) shows that nearly 54 per cent of the workers in the Match Industry availed of earned leave with pay during 1964 and about half of them took leave for over 10 and up to 15 days.

4.6.2. *Casual Leave*—There is no mention in the Report of the Labour Investigation Committee (1944-45) about the system of granting casual leave to workers in any of the Match factories covered by them. During the present Survey, it was found that there were only two Match factories in the Residual Group, one large and one small, together constituting about 3 per cent of the factories in the country, which were allowing casual leave with pay to their employees (Statement 4.4). In the large factory, all categories of workers except apprentices were entitled to 7 days' casual leave in a year on completion of 6 months services. In the small factory, only monthly-rated employees were entitled to 12 days' casual leave in a year. In both the factories, the workers were paid at full rates for the period of casual leave.

4.6.3. *Sick Leave*—None of the Match factories was reported to be granting sick leave to its employees at the time of the enquiry by the Labour Investigation Committee (1944-45). During the course of the present Survey, information regarding sick leave was collected from those units only where the sick leave facility was being granted by the managements irrespective of the fact whether they were covered under the Employees' State Insurance Scheme or not. The Survey results show that the benefit of sick leave with pay was being enjoyed by workers in only 3 Match factories, one large and one small in Madras and only one large factory in the Residual Group, together constituting about 5 per cent of the factories in the country (Statement 4.4). In the large factory in Madras, the period of sick

leave was restricted to 10 days in a year for production workers (except casual) and watch and ward staff and to 12 days in a year for clerical staff. In the small factory, all workers except piece-rated women employees were entitled to 12 days' sick leave in a year. The qualifying conditions were either a minimum service of one year and/or production of a medical certificate. As regards the Match factory in the Residual Group, it was found that all categories of workers except apprentices were entitled to 14 days' sick leave in a year. The qualifying conditions were completion of 6 months' service and production of a medical certificate. In all the 3 units, the workers were paid at full rates for the period of sick leave.

4.6.4. National and Festival Holidays—From the report of the Labour Investigation Committee it would appear that, at the time of its enquiry during 1944-45, the practice of granting festival holidays was confined to only very few Match factories. The present Survey, however, reveals that the practice of granting national and/or festival holidays with pay had become almost universal in the Match Industry in as much as nearly 98 per cent of the units were found to be allowing such a benefit to their workers (Statement 4.4). In about 80 per cent of the factories granting such holidays, the number of holidays was between 6 and 10 days in a year. It was up to 5 days in a year in nearly 17 per cent of the factories, between 11 and 15 days in nearly 2 per cent of the units and over 16 days in about 1 per cent of the factories. In about 51 per cent of the Match factories, granting these holidays, all workers were entitled to such holidays, whereas in about 36 per cent, only time-rated workers were given this facility. In the rest of the factories, this benefit was available to certain categories of workers only such as box-fillers, band-rollers, etc. No condition was imposed for claiming pay for the holidays in nearly 85 per cent of the factories. The remaining 15 per cent of the units imposed such conditions as attendance on the preceding and succeeding working days, permanency, etc. All the factories were making payments for these holidays at full rates.

4.7 Weekly Off

It was observed that all the Match factories covered during the present Survey were complying with the provision of the Factories Act, 1948, regarding grant of a weekly day of rest to workers. A note-worthy feature in the Industry was, that despite the absence of any legal binding, about 73 per cent of the factories were allowing weekly offs with pay to their workers. In about 95 per cent of the factories granting weekly offs, no condition was attached to the granting of such offs, while in the remaining 5 per cent of the factories, only permanent and monthly-rated workers were given this facility. In all the units allowing weekly off with pay, the workers were paid at full rates.

CHAPTER V

WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various Committees and Commissions appointed in India, from time to time, for enquiring into the conditions of industrial labour, have never failed to pin-point the urgency and utility of ameliorative measures in order to promote the welfare of workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance with the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of the workers which, in turn, contributes to higher productivity.

During the present Survey, an attempt was made to assess the extent to which the Match factories in India had actually provided welfare facilities to their workers. The information collected both in respect of obligatory and non-obligatory welfare facilities is presented in the following paragraphs.

5.1. Drinking Water Facilities

The Labour Investigation Committee had reported that, during 1944-45, the larger units in the Match Industry had made fairly adequate arrangements for the supply of drinking water to their workers but the same could not be said of the smaller units.

Under the Factories Act, 1948, it is obligatory on the part of employers to make suitable arrangements for the supply of sufficient quantity of wholesome drinking water to their employees. The present Survey has revealed that such arrangements existed in all the units covered in the Match Industry. However, the type of facility provided varied widely. The most common arrangement was in the form of earthen pitchers which existed in about 41 per cent of the factories in the country. Other arrangements were in the form of water taps, tube wells, buckets or drums, etc. Details appear in Statement 5.1.

STATEMENT 5.1.

Drinking Water Facilities in the Match Industry (1965-66)

Centre	Total Number of Factories	Estimated Percentage of Factories where Drinking Water Facility Existed	Estimated Percentage of Factories where Water was Supplied through						Estimated Percentage of Factories having arrangements for cooled water during Summer
			Taps only	Tubewells only	Earthen Pitchers only	Buckets or Drums only	Combination of two or more viz., earthen pitchers, drums and water taps, etc.	Cement Tank with Taps, etc.	
1	2	3	4	5	6	7	8	9	10
1. Madras	137	100.0	3.2	—	40.3	27.5	21.9	7.1	57.0
Large Factories	19	100.0	—	—	14.3	14.3	42.8	28.6	42.8
Small Factories	118	100.0	3.7	—	44.5	29.6	18.5	3.7	59.3
2. Residual	58	100.0	26.0	4.0	44.0	—	18.7	7.3	66.7
Large Factories	7	100.0	33.4	33.3	—	—	33.3	—	66.7
Small Factories	51	100.0	25.0	—	50.0	—	16.7	8.3	66.7
3. All India	195	100.0	10.0	1.2	41.4	19.3	20.9	7.2	59.9
Large Factories	26	100.0	9.0	9.0	10.4	10.4	40.3	20.9	49.3
Small Factories	169	100.0	10.1	—	46.1	20.7	18.0	5.1	61.5

Evidently on hygienic grounds, the Factories Act prohibits the location of any drinking water point within 20 feet of latrines and urinals. The Survey has shown that only one large Match factory covered in the Residual Group, constituting about 1 per cent of the factories in the country, had not complied with this provision of the law. The Factories Act also provides that every factory employing more than 250 workers should supply drinking water cooled by ice or other effective method during a certain specified part of the year. It is estimated that only 5 per cent of the Match factories in the country, as a whole, were under such a statutory obligation, and that only about 50 per cent of them (comprising half of such factories each in Madras and the Residual Group) had fulfilled this obligation. Some of the factories, even though under no statutory obligation, had also made arrangements for the supply of cool drinking water during the summer months and thus, in the Industry as a whole, such arrangements existed in about 60 per cent of the Match factories. The most popular arrangement for supplying cool water was through earthen pitchers.

5.2. Washing Facilities

The Factories Act, 1948, provides that adequate and suitable facilities for washing should be provided and maintained for the use of workers in every factory. It was observed during the Survey that about 93 per cent of the Match factories in the country, comprising about 82 per cent of large and about 95 per cent of small factories, had provided washing facilities. The proportion of such factories was about 97 per cent in Madras and about 85 per cent in the Residual Group. Water stored in receptacles was the predominant arrangement for this purpose as it was found in nearly half of the factories. Taps on stand pipes existed in about 22 per cent of the factories, while in the remaining 28 per cent arrangements were either in the form of well water or a combination of the methods described above. Among the factories providing washing facilities and employing women workers, separate arrangements for such workers existed in about 42 per cent of the factories in the country, comprising about 51 per cent of such factories in Madras and about 17 per cent in the Residual Group. In about 49 per cent of the factories having separate washing facilities for women, there were no proper screening arrangements. Some cleansing material like soap, etc., was being supplied to workers in about 76 per cent of the factories having provided washing facilities.

5.3. Bathing Facilities

It was found during the course of the Survey that only one large Match factory covered in the Residual Group, constituting about one per cent. of the Match factories in the country, had provided bath rooms for men only. The bath rooms were reported to be fairly clean.

5.4. Canteens

The desirability of starting cheap canteens for the workers had attracted the attention of the Labour Investigation Committee. The Committee noticed that only a few factories in Bengal, Baroda and Mysore had provided canteens for the workers while a few others in Bengal, Bombay and Uttar Pradesh had made arrangements for supplying free tea to the workers once or twice a day. This was so because, in 1944-45, there was no law regulating the establishment of canteens. Under the Factories Act, 1948, the State Governments have been empowered to make rules requiring that in any specified factory wherein more than 250 workers are ordinarily employed, a canteen or canteens according to the prescribed standards should be provided for the use of the workers. The results of the present Survey indicate that only 4 large-size Match factories two each in Madras and the Residual Group, together constituting about 5 per cent. of the factories in the country, were under a statutory obligation to provide canteens and that, out of them only two factories, one each in Madras and the Residual Group, had fulfilled their obligation. These two factories represented about 3 per cent of the factories in the Industry. No other factory had provided the facility voluntarily.

The canteens in both the factories served tea, coffee and snacks and they had also made adequate drinking water arrangements. The canteen in the factory in Madras was selling articles at subsidised rates whereas the other canteen sold them on 'no-profit, no loss' basis. The managements of the factory in Madras was giving a regular subsidy to the canteen to meet losses, if any. Both the canteens were being run by the managements and had Canteen Managing Committees. In the factory in Madras, the prices of the articles sold were being fixed by the Canteen Managing Committee whereas in the other they were fixed by the management. The price list of various items sold, duly approved by the Canteen Managing Committee, was displayed only in the canteen in the factory in Madras. Of the total estimated number of 9,502 workers employed in the two factories, nearly 33

per cent, were reported to be visiting canteens daily. This proportion was higher (about 37 per cent) in the factory in Madras as compared to the unit in the Residual Group (about 30 per cent).

The location of the canteen and its hygienic conditions were reported to be good in the factory in the Residual Group. The canteen in the other unit was located just near the welding shop and it had also not been white-washed since long.

5.5. Creches

At the time of the Labour Investigation Committee's enquiry (1944-45), creches had been provided by only two Match factories, one in Bombay and the other in Baroda. Under the Factories Act, 1948, it is obligatory for all factories employing more than 50 women workers to maintain a creche of prescribed standard.

It is estimated, on the basis of the present Survey, that about 21 per cent of the factories in the country (*i.e.*, about 23 per cent of the units in Madras and about 16 per cent in the Residual Group) were under a statutory obligation to provide creches and, of them, about 26 per cent had fulfilled their obligation. Only about one-fourth of such units had complied with the law in each of the two centres. None of the small-size factories had provided the creches although about 13 per cent of them were required to do so. None of the other factories covered maintained any creche voluntarily and thus, at the Industry level, the percentage of factories having creches stood at nearly 6, comprising only 4 large factories, of which 3 were in Madras and one was in the Residual Group. In all these factories, the creches were found to be properly lighted and ventilated and maintained in a clean and tidy condition. However, the creches were situated in congenial surroundings in about 48 per cent of the factories, the building conformed to the prescribed standards in about 26 per cent of the units and the creches were adequately furnished in nearly 22 per cent of them. The factory in the Residual Group was providing milk, refreshments, toys, clean clothes, soap and towels to children attending the creche. However, in Madras, only one factory was providing milk to children. About half of the units had appointed some staff to look after the children in the creches.

5.6. Lockers

Locker facilities for keeping clothings of workers not worn during working hours were found existing in only one large factory surveyed in Madras, constituting about one per cent of the Match factories in the country.

5.7. Rest Shelters

According to the Labour Investigation Committee, during 1944-45, provision of rest shelters was an exception rather than a rule. This may be due to the fact that the law in force at that time contained only an enabling provision under which the State Governments could order any factory employing more than 150 workers to provide a rest shelter. With the passing of the Factories Act, 1948, the maintenance of rest shelters has become obligatory for all factories wherein more than 150 workers are ordinarily employed. However, if the factory is maintaining a canteen of the prescribed standard, the provision of a separate rest shelter is not binding.

The Survey results indicate that only 7 large size factories, 5 in Madras and 2 in the Residual Group, together constituting about 9 per cent of the factories in the country, employed more than 150 workers each. Of these, only 2 factories in Madras, comprising about 30 per cent of the factories under obligation, had provided rest shelters. Of the remaining factories, one factory had provided a canteen whereas the others had not provided canteen either and were, thus, violating the provision of the Act. The main reason given by the managements of the defaulting factories for not providing rest shelters was that due to the proximity of workers' quarters to their place of work, the need for rest shelters was not felt by them. As a few other factories in both the centres had also provided rest shelters voluntarily, the percentage of Match factories providing rest shelters, irrespective of the fact whether they were statutorily required to do so or not, stood at about 11 for the Industry, as a whole, representing about 12 per cent of the factories in Madras and about 7 per cent of those in the Residual Group. Rest shelters, wherever provided, afforded adequate protection against weather. Provision for drinking water and some furniture like chairs, tables, etc., also existed within the rest shelters in most of the units having them. The rest-shelters in about one-third of the units were reported to be not in conformity with the prescribed standard.

5.8. Recreation Facilities

With the exception of one unit in Madras which had made arrangements for certain outdoor games, there is no mention in the Report of the Labour Investigation Committee

about the existence of recreation facilities in Match factories visited by them. The information collected during the present Survey has revealed that only about 61 per cent of the large factories, or about 8 per cent of the factories in the country, had provided some sort of recreation facilities for their workers. The percentage of such factories was 10 and 4 in Madras and Residual Group respectively. Besides radio sets which had been kept in all these units, nearly one-third had made arrangements for indoor and outdoor games also like carrom, cards, chess, cricket, football and volleyball besides arranging film shows. The recreation facilities providing in all these factories were financed through *ad hoc* contributions by the managements and they were available to all workers. The facilities provided were being managed by the Labour Welfare Officers in about 17 per cent of the factories and directly by the managements in the rest *i.e.*, about 83 per cent.

Religious and/or social functions were arranged in about 26 per cent of the Match factories in the Industry. The proportion of such factories in Madras and the Residual Group was about 36 and 4 per cent respectively.

5.9. Educational Facilities

Except in a few Match factories in Bombay, Madras and United Provinces where primary schools were run by the managements, the Labour Investigation Committee had not found any educational facility for the workers' children in factories surveyed by it in 1944-45. Conditions remained much the same at the time of the present Survey which has revealed that there was only one large Match factory in Madras, constituting about one per cent of the factories in the Industry, which was running a primary school for workers' children. The school was open to others also. No fee was charged from children attending this school nor any books, etc., were supplied to them free. However, there were 4 other Match factories in the country which were supplying books and other items of stationery free to children attending the schools which were not run by them.

None of the Match factories surveyed had made arrangements for adult education.

5.10. Medical Facilities

The Labour Investigation Committee had reported the existence of dispensaries under the charge of whole time or part-time doctors in a few factories in Bengal, Bombay, Madras, Panaji, Uttar Pradesh and Assam while the factory in Mysore had provided first-aid boxes only. The position at the time of the present Survey is discussed below.

5.10.1. Hospitals and Dispensaries—Except for first-aid boxes and ambulance rooms, the law does not require employers to provide any other medical facility. However, during the course of the Survey, it was found that 2 large Match factories, one in Madras and another in the Residual Group, together constituting about 3 per cent of the factories in the country, were having one dispensary each. The dispensary in the factory in Madras was under the charge of a part-time doctor who was available for 12 hours in a week. Other staff included compounders, dressers, *ayahs* and first-aiders. The dispensary in the factory in the Residual Group was under the charge of a full-time doctor, assisted by a few compounders. In addition to the above-mentioned units, about 6 per cent of the Match factories at the all-India level were found to have entered into contracts with medical practitioners to attend to their workers. All these units were located in Madras. Thus, arrangements for medical attention of workers existed in nearly 9 per cent of the Match factories in the country.

5.10.2. Ambulance Rooms—Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The rules framed by the State Governments prescribe the standard as well as equipment of such rooms. The Survey has revealed that excepting 2 large Match factories, one in Madras and another in the Residual Group, constituting about 3 per cent of the factories in the country, as a whole, no other factory was under a statutory obligation to provide an ambulance room. These two factories had complied with the law. The ambulance room of the factory in Madras was under the charge of a part-time doctor who was available for 12 hours in a week. Other staff included compounders, dressers, *ayahs* and first-aiders. The ambulance room of the other factory was under the charge of a full-time doctor, assisted by a few compounders. The staff in both the factories was also looking after the dispensaries run by the units. The ambulance rooms in both the units were fully-equipped and were accessible to workers. No other factory had provided any ambulance room voluntarily.

5.10.3. First-aid Boxes—The Factories Act, 1948, lays down that every factory should maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Such boxes must contain the prescribed items and should be easily accessible to workers during all the working hours. They should also be under the charge of trained first-aiders.

Survey results show that about 93 per cent of the Match factories in the country, comprising nearly 97 per cent of the factories in Madras and 85 per cent in the Residual Group, had provided first-aid boxes. All the large factories had kept first-aid boxes as against 92 per cent of the small ones. However, only about 31 per cent of the factories in Madras and 18 per cent in the Residual Group, or about 28 per cent of the Match factories having such boxes, had kept all the first-aid boxes under the charge of trained first-aiders, there being no trained first-aiders and received training either under Red Cross or St. John's Ambulance. As regards contents of the first-aid boxes, they were found to be complete in only about 33 per cent of the factories in the Industry, comprising about 32 per cent of the units in Madras and about 34 per cent in the Residual Group. The first-aid boxes in the other factories were found to be deficient in one or more items. In all the factories having first-aid boxes, they were easily accessible.

5.11. Transport Facilities

It was observed during the present Survey that only one small Match factory in Madras was providing transport facilities to some of its employees. The workers not provided with transport facilities were not paid any special allowance.

5.12. Other Amenities

There were only 2 large Match factories, one in Madras and another in the Residual Group, together constituting about 3 per cent of the factories in the country, which had provided some other amenities to their workers. The factory in Madras had a co-operative credit society, a co-operative store and a housing society. The main function of the credit society was to give loans to needy members. The co-operative store supplied household commodities to its members and the function of the housing society was to arrange for the building of houses for its members. The management of the factory had provided free accommodation to the credit society and the housing society and was also giving some financial aid to them. The other factory had a co-operative store. Besides giving Rs. 500 per month as subsidy, the management was not charging anything towards electricity and repairs from the co-operative store.

Nearly 31 and 4 per cent of the factories in Madras and Residual Group respectively, together comprising about 23 per cent of the factories in the country, were providing some protective clothings and/or similar other equipment like aprons, uniforms, gloves and goggles, to the workers.

5.13. Housing Facilities

Commenting on housing facilities provided by the employers in the Match Industry to their workers, the Labour Investigation Committee observed that the industry as such had done little for housing its employees as only about 10 per cent of the labour was accommodated in the quarters built by the employers in the industry. The Committee found that the percentage of workers provided houses by the employers varied from about 2 per cent in Assam to about 31 per cent in Bombay. None of the factories covered in Bengal and Baroda had housed their workers.

The present Survey has also shown that only about 16 per cent of the Match factories in the country, comprising about 39 per cent of large and 13 per cent of small ones, had provided housing accommodation to their employees. Stratum-wise details are given in Statement 5.2.

STATEMENT 5.2.

Estimated Percentage of Match Factories Providing Houses, Extent of accommodation Provided and Rent Charged (1965-66)

Centre	Number of Factories	Percentage of Factories Providing Houses	Percentage of Houses Consisting of				Percentage of Factories which	
			One Room	Two Rooms	Three Rooms	Four Rooms	Charged no rent at all	Charged rent from all
1	2	3	4	5	6	7	8	9
1. Madras	137	10.3	13.3	81.1	—	5.6	50.0	50.0
Large Factories	19	28.6	0.6	93.0	—	6.4	50.1	49.9
Small Factories	118	7.4	100.0	—	—	—	50.0	50.0
2. Residual	58	30.0	76.7	16.5	6.8	—	86.6	13.4
Large Factories	7	66.7	73.9	17.8	8.3	—	49.9	50.1
Small Factories	51	25.0	89.9	10.1	—	—	100.0	—
3. All India	195	16.2	50.9	42.8	4.0	2.3	70.2	29.8
Large Factories	26	38.8	43.1	49.4	4.8	2.7	50.0	50.0
Small Factories	169	12.7	93.3	6.7	—	—	79.7	20.3

The Statement shows that about 94 per cent of the houses consisted of one room or two rooms tenements and the rest had three or more rooms. About 70 per cent of the factories were not charging any rent from the allottees while the rest charged some rent from all the allottees. The percentage of houses which were *pucca* built was estimated at about 87 and the rest were all *kutcha*.

It has been estimated on the basis of the results of the Survey, that out of 18,830 workers employed in the Match Industry on 31st March, 1965 only 943 workers, constituting about 5 per cent of the total, had been provided houses by the employers. Details appear in Statement 5.3.

STATEMENT 5.3

Estimated Percentage of Workers Allotted Houses (1965-66)

Centre	Number of Factories	Number of Workers* Employed as on 31-3-1965	Percentage of Workers Allotted Houses
1	2	3	4
1. Madras	137	9,820	3.8
Large Factories	19	5,929	5.8
Small Factories	118	3,891	0.8
2. Residual	58	9,010	6.3
Large Factories	7	7,404	6.4
Small Factories	51	1,606	6.2
3. All India	195	18,830	5.0
Large Factories	26	13,333	6.1
Small Factories	169	5,497	2.4

* Covered under the Factories Act, 1948.

None of the Match factories surveyed was providing any facility to its employees for building their own houses.

CHAPTER VI

SOCIAL SECURITY

Prior to the attainment of Independence, factory workers in the country enjoyed social security only to a limited extent which was mainly in the shape of compensation for industrial accidents under the Workmen's Compensation Act, passed by the Central Government, and maternity benefits under State Acts. However, after Independence, there has been a considerable enlargement of the scope and content of social security benefits, largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948, and the Employees' Provident Funds Act, 1952, and, to a certain extent, as a result of adjudication awards. The following paragraphs describe briefly the social security benefits being enjoyed by workers in the Match factories in the country at the time of the present Survey.

6.1. Provident Fund Schemes

In 1944-45, the Labour Investigation Committee reported the existence of provident fund schemes in some factories in Assam, Bengal, Bombay and Mysore. The Committee further observed that in the factories at Bombay and Calcutta, the fund was open either to monthly-rated workers or to those earning over a certain amount and thus the majority of employees remained outside the purview of these funds. The results of the present Survey show that provident fund schemes were in existence in about 46 per cent of the Match factories in the country and about 56 per cent of the workers were members thereof. Details appear in Statement 6.1.

STATEMENT 6.1

*Estimated Percentage of Match Factories having Provident Fund Schemes, etc.
(31st March, 1965)*

Centre	Number of Factories	Percentage of Factories having Provident Fund Schemes	Percentage (of Col. 3) of Factories having			Total No. of Workers* employed as on 31-3-1965.	Total No. of Workers who were Members of the Provident Fund Schemes	Percentage of Workers who were Members of the Provident Fund Schemes (of Col. 7)
			Employees' Provident Fund Schemes	Other Schemes	Employees' Provident Fund as well as other Schemes			
1	2	3	4	5	6	7	8	9
1. Madras	137	55.3	96.4	3.6	-	9,820	4,997	50.9
Large Factories	19	100.0	85.7	14.3	-	5,929	4,416	74.5
Small Factories	118	48.2	100.0	-	-	3,891	581	14.9
2. Residual	58	22.7	82.2	-	17.8	9,010	5,508	61.1
Large Factories	7	66.7	49.9	-	50.1	7,404	5,215	70.4
Small Factories	51	16.7	100.0	-	-	1,606	293	18.2
3. All-India	195	45.6	94.3	3.1	2.6	18,830	10,505	55.8
Large Factories	26	91.0	78.7	11.4	9.9	13,333	9,631	72.2
Small Factories	169	38.6	100.0	-	-	5,497	874	15.9

*Covered under the Factories Act, 1948.

It would appear from the Statement that in nearly 97 per cent of the factories having provident funds, they had been set up under the Employees' Provident Fund Scheme framed by the Government of India in 1952 and, consequently, the rate of contribution, conditions of eligibility, etc., were the same as laid down in the Scheme. There was one large Match factory in the Residual Group which was having, in addition to the Employees' Provident Fund Scheme, some other provident fund scheme as well. This scheme covered such employees in the group 'Professional, Technical and Related Personnel' as were drawing basic pay of more than Rs. 1000 p.m. The rate of contribution by the employer as well as the employees was $8\frac{1}{2}$ per cent of basic pay and dearness allowance. One large factory in Madras, which constituted about 3 per cent of the factories having provident fund schemes, had its own provident fund scheme. The scheme covered all categories of workers who had completed one year's service and the rate of contribution both for the employees and the employer was 8 per cent of basic wage and dearness allowance.

6.2. Pension Schemes

No mention of the existence of any scheme for granting retirement pension to the workers in the Match factories in India was made by the Labour Investigation Committee in 1944-45. The present Survey also revealed that none of the Match factories covered in the country had introduced any pension scheme for its workers.

6.3. Gratuity Schemes

The Labour Investigation Committee reported the existence of a system of paying Service Gratuity in two Match factories, one at Bombay and the other at Shimoga (Mysore). The present Survey has also shown that only three factories, two in Madras and one in the Residual Group, together constituting about 5 per cent of the Match factories in the country, had introduced gratuity schemes for their employees. All of them paid gratuity to workers or their dependants, as the case may be, in the event of death, retirement, voluntary resignation and termination of service by employers on grounds other than misconduct. In one of the factories in Madras, gratuity was paid to monthly-rated employees at the rate of 15 days' pay for each completed year of service, subject to a maximum of 15 months' pay. The payment of gratuity, however, depended on the discretion of the management. In the remaining two units, the schemes were almost similar. Both of them had two schemes, viz., 'Service Gratuity' and 'Ex-gratia Payment'. The Service Gratuity Scheme covered daily-rated and piece-rated permanent workers only. The rate of payment was one month's basic wage for each year of continuous service, subject to a maximum of 15 months' basic wage. In addition, they were paid Provident Fund Gratuity for service rendered prior to the commencement of the Company's Provident Fund Scheme on 1st April, 1945. The rate of payment was half a month's wages for each completed year of continuous service put in by them prior to the aforesaid date. Under the Ex-gratia Payment Scheme, monthly-rated workers were paid gratuity at the rate of one month's basic salary for each completed year of service subject to a maximum of 15 month's basic salary.

6.4. Maternity Benefits

Legislation providing for payment of cash maternity benefits for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women employed in factories exists in almost all the States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been put into force, the employers are absolved of their liability under the concerned Maternity Benefit Act. During the course of the Survey, information about the number of maternity claims made and accepted for payment during the year 1964 was collected from all the sampled units employing women workers. The data have revealed that it was only in about 11 per cent of the factories, comprising nearly 9 and 15 per cent of the units in Madras and Residual Group respectively, where maternity claims numbering 29 only were made during 1964 and all of them were accepted for payment.

6.5. Industrial Accidents

The Workmen's Compensation Act, 1923, and the Employees' State Insurance Act, 1948, amended from time to time, provide for payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act were applicable, at the time of the Survey, to all Match factories excepting those covered under the Employees' State Insurance Scheme. During the present Survey, information in respect of number and nature of industrial accidents was collected from all the sampled factories whether covered or not under the Employees' State Insurance Scheme. On the basis of the data collected, it is estimated that a total of 1,352 workers in the Industry were involved in accidents during 1964, which occurred in about 5 per cent of the Match factories. Perhaps a better picture can be had

when the number of workers involved in accidents *vis-a-vis* the number of workers employed is taken into account. The rate of accidents per thousand workers, based on the estimate of average number employed during 1964, as also the distribution of workers involved by nature of accidents, are given in Statement 6.2.

STATEMENT 6.2.

Estimated Proportion of Workers Involved in Accidents by Nature of Accidents (1964)

Centre	Number of Factories	Percentage of Factories where Accidents were Reported	Estimated Average Daily Number of Workers Employed (1964)	Number of Workers Involved in Accidents per 1,000 Workers Employed Resulting in			Total
				Death	Per- manent Disability	Temporary Disability	
1	2	3	4	5	6	7	8
1. Madras	137	2.0	7,120	---	---	170.1	170.1
Large Factories	19	14.3	4,484	---	---	270.1	270.1
Small Factories	118	---	2,636	---	---	---	---
2. Residual	58	11.3	7,202	---	---	19.6	19.6
Large Factories	7	33.3	5,754	---	---	20.5	20.5
Small Factories	51	8.3	1,448	---	---	15.9	15.9
3. All-India	195	4.8	14,322	---	---	94.4	94.4
Large Factories	26	19.4	10,238	---	---	129.8	129.8
Small Factories	169	2.5	4,084	---	---	5.6	5.6

It will be seen from the Statement that the rate of accidents in the Industry, as a whole, was about 94 per thousand workers employed. This rate was much higher (about 170) in Madras than that in the Residual Group (about 20). It was also found that accidents were more frequent in large factories than in small ones. All the workers involved in accidents suffered only temporary disabilities.

6.6. Occupational Diseases

Compensation is also payable under the Workmen's Compensation Act in the case of certain occupational diseases mentioned in a schedule to the Act. During the present Survey, no Match factory reported the existence of any occupational disease afflicting its workers for which compensation was paid.

CHAPTER VII

INDUSTRIAL RELATIONS

During the present Survey, attention was focussed on some important aspects of industrial relations in the Match Industry. The observations made appear in the following paragraphs:

7.1. Industrial Disputes

Data pertaining to industrial disputes in the Match factories were not collected during the present Survey since the same were already available in the Labour Bureau. Such information in respect of the number of disputes in the Match factories and consequent loss of man-days since 1959 is given in Statement 7.1.

STATEMENT 7.1

Number of Disputes Resulting in Work-stoppages, Workers Involved and Man-days Lost

Year	Number of Disputes*	Number of Workers Involved	Number of Man-days Lost (in '000)
1	2	3	4
1959	8	2,343	8
1960	4	1,703	27
1961	8	2,298	26
1962	3	1,898	7
1963	8	2,367	9
1964	11	7,107	67
1965	2	652	6

*. These includes both strikes and lock-outs.

SOURCE:—Indian Labour Statistics, 1964, 1966 and 1967.

The Statement shows that there were, more or less, peaceful conditions in the Industry excepting in the years 1960, 1961 and 1964 when considerable man-days were lost due to strikes and lock-outs. In 1960, there was a major lock-out in one of the factories in Jammu and Kashmir following the workers' demand for increased wages and it resulted in a loss of about 21 thousand man-days. Similarly, about 20 thousand man-days were lost in 1961 in a strike in one of the factories in Madras State over the suspension of six workers. In 1964, there were two major strikes in the Match Industry on account of non-fulfilment of the charters of demands submitted by the workers and they resulted in a loss of about 40 thousand man-days in a factory in Madras and about 19 thousand man-days in a unit in Assam.

7.2. Trade Unionism

According to the Labour Investigation Committee's Report, trade unionism in the Match Industry during 1944-45 was extremely weak and, except for the union of workers in the factory at Madras, no other union appeared to have been recognised by the employers. The data collected during the present Survey have revealed that workers had organised themselves into trade unions in about 10 per cent of the Match factories in the country and about 48 per cent of them were members of the various unions. Details appear in Statement 7.2.

STATEMENT 7.2

Estimated Percentage of Factories where Workers were Members of Trade Unions, etc. (1965-66)

Centre	Number of Factories	Percentage of Factories where Workers were Members of Trade Unions	Number of Workers* as on 31-3-1965	Number of Workers who were Members of Trade Unions	Percentage of Factories where Trade Unions (some or all) were Recognised
1	2	3	4	5	6
1. Madras	137	8.4	9,820	3,024 (30.8)	76.3
Large Factories	39	14.3	5,929	2,882 (48.6)	--
Small Factories	118	7.4	3,891	142 (3.6)	100.0
2. Residual	58	15.4	9,010	6,026 (66.9)	100.0
Large Factories	7	66.7	7,404	5,894 (79.6)	100.0
Small Factories	51	8.3	1,605	132 (8.2)	100.0
3. All-India	195	10.4	18,830	9,050 (48.1)	86.7
Large Factories	26	28.4	13,333	8,776 (65.8)	63.3
Small Factories	169	7.7	5,497	274 (5.0)	100.0

* 'Covered' under the Factories Act, 1948.

NOTE:—Figures within brackets in column 5 are percentages of workers who were members of trade unions to the total number of workers 'Covered' under the Factories Act, 1948 on the specified date as given in col. 4.

It would appear from the Statement that workers in large factories were much ahead of their counterparts in small factories. The managements of about 87 per cent of the factories had accorded recognition to some or all the unions functioning in their units. In all the Match factories having trade unions, all the unions were registered under the Indian Trade Unions Act, 1926.

The most important activity of trade unions was securing of claims of their members under various Labour Acts as all the unions were found to be engaged in this. However, there were two trade unions which had other activities as well; one union arranged welfare as well as recreation facilities for its members and the other provided relief to distressed workers.

7.3. Collective Agreements

In the course of the Survey, information was also collected in respect of collective agreements concluded between the employers and the employees in the sampled establishments since 1956. It was found that only 2 large Match factories, one in Madras and another in the Residual Group, together constituting about 3 per cent of the Match factories in the country, had concluded such agreements. The factory in Madras had concluded as many as 7 agreements, out of which 6 related to the revision of piece-rates in one department or the other and the remaining one pertained to the employment of sons and relatives of retired or deceased workers in the factory. The factory in the Residual Group had concluded two agreements. The subject-matter of these agreements covered a wide field such as introduction of time-scales, enhancement of piece-rates, gratuity, retirement age, casual leave, etc.

7.4. Standing Orders

The Labour Investigation Committee (1944-45) had reported that there were no Standing Orders for operatives in the Match Industry except in the WIMCO'S factory at Bareilly. Under the Industrial Employment (Standing Orders) Act, 1946, framing of Standing Orders for regulating such matters as classification of workers, intimation of periods and hours of work, holidays, termination of employment, redress of grievances, etc., is obligatory for all those factories which employ 100 or more workers. The State Governments are empowered to extend the scope of the Act to even those establishments which employ a smaller number of workers.

It is estimated, on the basis of the results of the Survey, that only about 15 per cent of the Match factories in the country were under a statutory obligation to frame Standing Orders and that about 77 per cent of them had done so. Compliance with the law was

to the extent of about 83 and 50 per cent in Madras and the Residual Group respectively. Besides, there were a few factories which had also framed Standing Orders, though they were not legally required to do so. Thus, in the Industry as a whole, Standing Orders had been framed in 40 per cent of the factories. Further details appear in Statement 7.3.

STATEMENT 7.3

Estimated Percentage of Factories where Standing Orders were Framed, etc.

(1965-66)

Centre	Number of Factories	Percentage of Factories which had Framed Standing Orders	Percentage of Factories under Statutory Obligation to Frame Standing Orders	Percentage of Factories where Standing Orders were Framed (of col.3)	Percentage of Factories where Standing Orders were Certified
1	2	3	4	5	6
1. Madras	137	52.2	18.3	82.5	87.8
Large Factories	19	100.0	85.7	100.0	100.0
Small Factories	118	44.4	7.4	50.0	83.3
2. Residual	58	11.3	8.1	49.9	100.0
Large Factories	7	33.3	66.7	49.9	100.0
Small Factories	51	8.3	.	.	100.0
3. All-India	195	40.0	15.2	77.4	88.8
Large Factories	26	82.0	80.6	88.8	100.0
Small Factories	169	33.5	5.2	50.0	84.6

In all cases, the Standing Orders had been framed under the Industrial Employment (Standing Orders) Act, 1946. Nearly 89 per cent of the factories had got their Standing Orders certified by the certifying authority. In about 83 per cent of the factories having Standing Orders, such Orders covered more than one category of workers, including production workers, whereas in the remaining 17 per cent of the factories, they covered only production and related workers.

7.5. Labour and Welfare Officers

At the time of the enquiry of the Labour Investigation Committee (1944-45), full-time and well-qualified Labour Officers were appointed only in the factories at Ambernath, Madras and Bareilly. With a view to enabling employers to have better arrangements for personnel management and to help them in ensuring proper implementation of labour laws, a specific provision has been made in the Factories Act, 1948, requiring all factories employing 500 or more workers to appoint a Welfare Officer. The Rules framed by the State Governments under the Act prescribe the functions and duties of these Officers.

Only two large-size Match factories, one in Madras and another in the Residual Group, together constituting about 3 per cent of the Match factories in the entire Industry, were under a statutory obligation to appoint Welfare Officers and both had fulfilled their obligation. None of the factories surveyed and employing less than 500 workers had appointed any Labour and/or Welfare Officer. These Officers had a wide range of activities and were found to be performing all such duties as are prescribed in the Rules framed under the Act. Maintenance of harmonious relations between the management and the workers, organisation and supervision of labour welfare and recreation activities, etc., were some of their important functions. They were also advising managements in regard to matters connected with the proper implementation of various labour laws. In neither of the units, these Officers appeared before the tribunals, etc., on behalf of the management in cases of industrial disputes.

7.6. Works/Joint Committees

It was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government of India for the setting up of Works or Joint Committees in the country. The Act lays down that all those establishments which employ 100 or more workers shall constitute Works Committees. Some of the State Laws also provide for the constitution of Joint Committees in certain types of establishments.

The results of the present Survey have shown that only about 15 per cent of the Match factories in the country were under a statutory obligation to set up Works Committees, and, out of them, 53.5 per cent comprising about 54 per cent of the factories in Madras and about 50 per cent in the Residual Group, had done so. Some of the factories in Madras, though employing less than 100 workers, had also constituted such Committees voluntarily. Thus, actually Works/Joint Committees had been formed in about 15 per cent of the factories in the country, constituting about 19 per cent of the units in Madras and about 4 per cent in the Residual Group. The main reasons for not setting up these Committees, in units where it was obligatory, were reported to be that the relations between the management and the workers were cordial and hence no need was felt for them and that the management as well as the workers evinced no interest in the formation of Works Committee, etc. A record of the meetings of the Committees held during the year ended March, 1965, shows that in about 33 per cent of the factories, the Works Committees had met up to 3 times, in about 15 per cent of the factories 'over 3 and up to 6' times and in about 9 per cent of the factories, they had met for more than 9 times during the year. In the remaining 43 per cent of the factories, no meeting of the Works Committees was held during this period. Matters of mutual interest such as leave, bonus, wages, welfare and recreation facilities, etc., formed the topics for discussion in these meetings. The decisions taken in such meetings were usually implemented.

7.7. Production and Other Committees

Only Production Committees were found to have been set up in 3 large factories, two in Madras and one in the Residual Group, together constituting about 4 per cent of the Match factories in the country. The functions of these Committees were to advise on matters relating to production. The representation of workers and management on the Production Committee in the factory in the Residual Group was equal whereas in the factories in Madras, the number of workers' representatives was more than that of the management.

7.8. Grievance Procedure

With the coming into force of the Industrial Employment (Standing Orders) Act, 1946, it became compulsory for all factories employing 100 or more workers to frame Standing Orders, prescribing *inter alia*, the procedure to be followed for the redress of workers' grievances. As mentioned elsewhere, 52 per cent of the units in Madras and 11 per cent in the Residual Group, or 40 per cent of the Match factories in the country, had framed Standing Orders and, thus, a prescribed grievance procedure had been laid down in such factories.

According to the prevailing practice, grievances were usually submitted by the workman or on his behalf by the union of which he was a member, to the manager or such other Officer or Officers as the employer might have appointed for the purpose. They investigated the complaint and gave their decision. In some cases, if the worker was not satisfied with the decision at this level, he could appeal to the proprietor whose verdict was final.

7.9. Association of Workers with the Management

The present Survey shows that in only one small-size Match factory in the Residual Group, there was one Director on the Board of Directors from amongst the workers. It was also reported that a number of workers were share-holders in the unit.

CHAPTER VIII

LABOUR COST

Information pertaining to labour cost was collected from the sampled establishments, during the course of the present Survey in respect of the employees covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry pertaining to labour cost was modelled on the lines of the Study of Labour Cost in the European Industry, made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of conditions obtaining in India. For instance, in view of the fact that wages in India are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that, except for very few establishments, separate records of payments made for leave or holidays, or for days not worked, were not maintained and hence these were dropped as separate items and included under 'basic wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group referred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off, retrenchment compensation, etc.

The Survey in this Industry started in April, 1965, and ended in February, 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information, as far as possible, for the year 1964. If, however, the financial year of the establishment did not coincide with the calendar year, and it was not feasible to collect information for the year 1964, the field staff were asked to collect the data for the latest period of 12 months for which information was available subject to the condition that a major period of the year 1964 (6 months or more) was covered. The available data show that it was possible to collect information from all the sampled establishments for the year 1964 or for a major part of it. The data collected may, therefore, be taken to refer broadly to the year 1964.

8.1. Labour Cost Per Man-day Worked

Data in respect of man-days and the wages and other earnings of the workers were collected for the above-mentioned period. Further, expenditure incurred by the employers on various welfare and social security measures, subsidy services, etc., representing the cost incurred by the employers on labour was also recorded in the course of the Survey. Based on the above, the average labour cost per man-day worked has been estimated and is given in Statement 8.1.

STATEMENT 8.1.

Estimated Labour Cost Per Man-day Worked in the Match Industry (1964) In Rupees

Centre	Labour Cost per Man-day Worked.
1	2
1. Madras	6.02
Large Factories	8.24
Small Factories	1.72
2. Residual	6.09
Large Factories	7.07
Small Factories	1.79
3. All-India	6.06
Large Factories	7.58
Small Factories	1.75

The over-all labour cost per man-day worked for the Industry, as a whole, was estimated at Rs. 6.06. The burden of the cost was slightly higher (Rs. 6.09) in the factories in the Residual Group than those in Madras (Rs. 6.02). The labour cost incurred by employers in large factories was much higher than their counterparts in small factories both at the all-India and centre level.

8.2. Components of Labour Cost

An account of the various components of labour cost can be had from Statement 8.2.

STATEMENT 8.2

Estimated Labour Cost Per Man-day Worked by Main Components (1964)

(In Rupees)

Centre	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		(a)	(b)		(c)	Money Value of Concession in Kind	Obligatory	Non-Obligatory	Subsidies	Cost of Running Welfare Centres (Non-statutory)	Direct Benefits	Some Other Payments Related to Labour Cost	Others	Total
		Wages	Premium Pay for Overtime and Late Shifts	Bonuses	Other Cash Payments									
1. Madras		4.98 (82.69)	0.12 (2.01)	5.08 (1.27)	0.08 (1.32)		0.45 (7.40)		0.22 (3.69)	*	*	0.01 (0.19)	0.08 (1.41)	6.02 (100.00)
Large Factories		6.75 (81.90)	0.18 (2.22)	0.07 (0.89)	0.12 (1.44)		0.65 (7.94)		0.32 (3.87)			0.02 (0.18)	0.13 (1.56)	8.24 (100.00)
Small Factories		1.55 (90.13)	—	0.08 (4.77)	*		0.04 (2.37)	—	0.04 (2.05)	*	*	0.01 (0.25)	* (0.06)	1.72 (100.00)
					(0.16)					(0.03)	(0.18)			

2. Residual	4.12	0.12	0.53	0.23	0.04	0.57	0.33	—	—	0.02	0.13	6.09
	(67.59)	(2.00)	(8.66)	(3.74)	(0.70)	(9.34)	(5.44)	—	—	(0.36)	(2.17)	(100.00)
Large Factories	4.68	0.15	0.64	0.28	0.05	0.68	0.40	—	—	0.03	0.16	7.07
	(66.14)	(2.11)	(9.02)	(3.95)	(0.74)	(9.70)	(5.67)	—	—	(0.38)	(2.29)	(100.00)
Small Factories	1.66	0.01	0.04	*	—	0.05	0.03	—	—	*	—	1.79
	(92.88)	(0.22)	(2.33)	(0.10)	—	(2.96)	(1.42)	—	—	(0.09)	—	(100.00)
3. All-India	4.54	0.12	0.31	0.15	0.02	0.51	0.28	*	*	0.02	0.11	6.06
	(74.92)	(2.00)	(5.07)	(2.56)	(0.36)	(8.41)	(4.59)	—	(0.01)	(0.28)	(1.80)	(100.00)
Large Factories	5.58	0.16	0.39	0.21	0.03	0.67	0.37	—	—	0.02	0.15	7.58
	(73.60)	(2.16)	(5.17)	(2.76)	(0.39)	(8.87)	(4.82)	—	—	(0.28)	(1.95)	(100.00)
Small Factories	1.59	*	0.07	*	—	0.05	0.03	*	*	0.01	*	1.75
	(91.15)	(0.08)	(3.86)	(0.14)	—	(2.59)	(1.82)	(0.02)	(0.11)	(0.19)	(0.04)	(100.00)

* Less than Re. 0.005.

NOTE:— Figures within brackets are percentages to respective totals. Percentages have been calculated by taking figures up to 4 decimal places.

- (a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.
- (b) Includes extra payment for working on holidays.
- (c) Includes house rent allowance, travelling allowance, etc., and other *ex-gratia* payments.
- (d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.
- (e) Includes direct payments made by the employers to the beneficiary on occasions like birth, death, marriage, etc.
- (f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the-job medical services, etc.
- (g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour/Welfare Officers, etc.

3.2.1. *Wages*—This component comprised basic wage and dearness allowance, incentive production bonus and attendance bonus, if any, received by the employees. It was desired by the Bureau to collect data under this head in respect of the man-days worked alone, but in the course of the pilot enquiry it was found that most of the employers did not maintain separate records of payments made for the days actually worked, and for leave and holiday periods. Consequently, the amount of basic wage and dearness allowance recorded included the sum paid for the days worked as well as not worked but paid for.

It will be noticed from Statement 8.2 that 'wages' constituted the bulk, i.e., about 75 per cent, of the total labour cost in the Match Industry. The proportion was higher (about 83 per cent) in Madras than that in the Residual Group (about 68 per cent). The proportion of wages to the total labour cost was higher in small-size factories than large ones, both at the centre and all-India level.

Statement 8.3 gives the break-up of the 'wages' cost into the various sub-groups, viz., basic earnings, incentive/production bonus and attendance bonus.

STATEMENT 8.3
Estimated Break-up of 'Wages' Cost by Components
(1964) (In Rupees)

Centre	Basic Wage and Dearness Allowance (or Consolidated Wages)	Incentive/Production Bonus	Attendance Bonus	Total
1	2	3	4	5
1. Madras	4.43 (88.96)	---	0.55 (11.04)	4.98 (100.00)
Large Factories	5.92 (87.65)	---	0.83 (12.35)	6.75 (100.00)
Small Factories	1.55 (100.00)	---	---	1.55 (100.00)
2. Residual	3.52 (85.40)	0.60 (14.60)	---	4.12 (100.00)
Large Factories	3.94 (84.26)	0.74 (15.74)	---	4.68 (100.00)
Small Factories	1.65 (99.56)	0.01 (0.44)	---	1.66 (100.00)
3. All-India	3.96 (87.31)	0.31 (6.78)	0.27 (5.91)	4.54 (100.00)
Large Factories	4.80 (86.05)	0.42 (7.45)	0.36 (6.50)	5.58 (100.00)
Small Factories	1.59 (99.84)	* (0.16)	---	1.59 (100.00)

* Less than Re. 0.005.

NOTE:—Figures within brackets are percentages to respective totals.

The Statement shows that, at the Industry level, about 87 per cent of the cost under the item 'wages' related to basic wage and dearness allowance or consolidated wages, as the case might be. Incentive/production bonus and attendance bonus accounted for about 7 and 6 per cent respectively of the wages cost.

3.2.2. *Premium Pay for Overtime and Late Shifts*.—Under this group, only the premium part of pay for overtime work, late shift and work on holidays, etc., was recorded. This was represented by an amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half times his normal wages for overtime work, the extra amount paid to him, i.e., one-half, was recorded against this item. The normal wages were included under the group 'wages'.

It would be seen from Statement 8.2 that premium payment for overtime work and late shifts accounted for 2 per cent of the total labour cost per man-day worked in the industry, as a whole.

8.2.3. *Bonuses*.—Payments made in respect of festival, year-end and any other bonus were recorded under this item. It would be seen from Statement 8.2 that the combined cost

in respect of all such bonuses amounted to Re. 0.31 per man-day worked or about 5 per cent of the total labour cost in the Industry, as a whole. This proportion was much higher (about 9 per cent) in the Residual Group than Madras (nearly one per cent).

Further break-up of such bonuses shows that the annual or year-end bonus constituted about 94 per cent of the cost on account of bonus payments while festival bonus accounted for the remaining about 6 per cent.

8.2.4. Other Payments in Cash and Money Value of Concessions in Kind—Other payments in cash were those which were made in the form of, say, house rent allowance, night shift allowance, etc. Payments under this group, which were mostly in large-size factories, accounted for about 2.6 per cent of the total labour cost in the Industry.

Money Value of Concessions in kind related to such items as supply of tea, etc., to the workers. Its share to the total labour cost was negligible, being only Re. 0.02 per man-day worked for the entire industry.

8.2.5. Social Security Contributions—Information in respect of this component of labour cost was collected under two heads: (a) obligatory, *i.e.*, those expenses which the employers were required to incur in compliance with certain labour laws, and (b) non-obligatory, *i.e.*, those social security contributions which the employers were making on a voluntary basis without any legal compulsion. It was observed during the Survey that no Match factory was incurring expenditure on non-obligatory social security contributions. The entire expenses on this account were on obligatory social security contributions which amounted to Re. 0.51 per man-day worked or about 8 per cent of the total labour cost, thus being next in importance only to 'wages'. Statistics in respect of the obligatory social security contributions were collected for the following items:—

(1) Provident Fund, (2) Retrenchment Compensation, (3) Compensation for Lay-off, (4) Employees' State Insurance Contributions, (5) Compensation for Employment Injury, (6) Compensation for Occupational Diseases, (7) Maternity Benefit, (8) Dependents' Allowance, (9) Gratuity, (10) Other Social Programmes. Details about the labour cost in respect of various items of social security contributions for which the data were collected are given in Statement 8.4

STATEMENT 8.4.

Estimated Cost of Obligatory Social Security Contributions Per Man-day Worked.
(1964)

(In Rupees)

Centre	Obligatory					Gratuity	Total
	Provident Fund	Retrenchment Compensation	Compensation for Lay-off	Employees' State Insurance Contribution	Maternity Benefits		
1	2	3	4	5	6	7	8
1. Madras	0.30 (67.07)	* (0.04)	* (0.38)	0.11 (23.41)	* (0.14)	0.04 (8.96)	0.45 (100.00)
Large Factories	0.44 (66.98)	-	-	0.15 (23.75)	* (0.02)	0.06 (9.25)	0.65 (100.00)
Small Factories	0.03 (69.61)	* (1.47)	* (12.01)	0.01 (12.99)	* (3.92)	-	0.04 (100.00)
2. Residual	0.26 (46.13)	-	0.01 (2.07)	0.11 (19.01)	* (0.02)	0.19 (32.77)	0.57 (100.00)
Large Factories	0.31 (45.88)	-	0.01 (2.12)	0.13 (18.66)	-	0.23 (33.34)	0.68 (100.00)
Small Factories	0.03 (60.49)	-	* (0.38)	0.02 (38.00)	* (1.13)	-	0.05 (100.00)
3. All-India	0.28 (55.07)	* (0.02)	0.01 (1.36)	0.11 (20.90)	* (0.06)	0.11 (22.59)	0.51 (100.00)
Large Factories	0.37 (54.82)	-	0.01 (1.22)	0.14 (20.83)	* (23.13)	0.15 (23.13)	0.67 (100.00)
Small Factories	0.03 (65.71)	* (0.89)	0.01 (7.08)	0.01 (23.67)	* (2.65)	-	0.05 (100.00)

* Less than Re. 0.005.

NOTE:—Figures within brackets are percentages to the respective totals. These have been calculated by taking figures up to 4 decimal places.

STATEMENT 8.5.

Estimated Cost of Subsidies Per Man-day Worked.
(1964)

(In Rupees)

Centre	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
		Medical and Health Care	Canteens	Company Housing	Credit Unions	Creches	Educational Services	Cultural Services	Recreation Facilities	Transport	Sanitation	Drinking Water Facilities	Washing Facilities	Vacation Homes	Others	Total	Percentage of Subsidies to the Total Labour Cost
1. Madras		0.03 (13.14)	0.07 (32.31)	0.01 (1.58)	* (0.27)	* (0.36)	0.01 (5.85)	* (0.99)	0.01 (3.42)	* (0.04)	0.07 (32.27)	0.02 (7.74)	*	—	*	0.22 (100.00)	3.69
Large Factories		0.05 (13.88)	0.11 (34.14)	0.01 (1.19)	* (0.28)	* (0.38)	0.02 (6.19)	* (0.63)	0.01 (3.61)	—	0.10 (31.78)	0.02 (6.91)	*	—	*	0.32 (100.00)	3.87
Small Factories		* (0.28)	—	0.01 (8.50)	—	—	—	* (7.36)	—	*	0.01 (41.36)	0.01 (22.38)	0.01 (16.15)	—	*	0.04 (100.00)	2.05
2. Residual		0.08 (24.08)	0.16 (48.55)	* (1.48)	0.02 (5.01)	* (0.45)	—	—	0.02 (5.31)	—	0.05 (13.82)	* (0.51)	*	*	*	0.33 (100.00)	5.44
Large Factories		0.10 (24.24)	0.20 (49.26)	0.01 (1.32)	0.02 (5.09)	* (0.45)	—	—	0.02 (5.36)	—	0.05 (13.25)	* (0.30)	*	—	—	0.40 (100.00)	5.67
Small Factories		—	—	* (11.81)	—	—	—	—	—	—	0.02 (54.33)	0.01 (15.75)	*	*	*	0.03 (100.00)	1.42
3. All-India		0.06 (19.81)	0.12 (42.22)	* (1.51)	0.01 (3.16)	* (0.40)	0.01 (2.26)	* (0.40)	0.01 (4.57)	*	0.06 (21.03)	0.01 (3.34)	*	*	*	0.28 (100.00)	4.59
Large Factories		0.08 (20.41)	0.16 (43.51)	* (1.26)	0.01 (3.26)	* (0.41)	0.01 (2.36)	* (0.25)	0.02 (4.71)	—	0.08 (20.27)	0.01 (2.82)	*	—	*	0.37 (100.00)	4.82
Small Factories		* (0.32)	—	* (9.46)	—	—	—	* (5.36)	—	*	0.02 (45.11)	0.01 (20.19)	*	*	*	0.03 (100.00)	1.82

* Less than Re. 0.005.

NOTE—Figures within brackets are percentages to the respective totals. These have been calculated by taking figures up to 4 decimals places.

It will be seen from the Statement (8.4) that, at the Industry level, 55 per cent of the labour cost on account of obligatory social security contributions was in respect of provident fund contributions alone. The next important items were Employees' State Insurance Contributions and Gratuity, accounting for about 21 per cent and 23 per cent of the labour cost respectively. The remaining about one per cent of the cost was attributable mainly to compensation for lay-off. The expenditure in connection with the payment of retrenchment compensation and maternity benefits constituted a negligible proportion of the total labour cost on account of obligatory social security contributions. Absolutely no expenditure was incurred on compensation for employment injury and occupational diseases and dependants allowance.

8.2.6. *Subsidies.*—Cost to employers for providing certain facilities and services to workers and their families was collected under this head. The facilities listed were Medical and Health Care, Canteens, Restuarants and Other Food Services, Company Housing, Building Funds, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services (e.g., Library, Reading Rooms, etc.), Recreation Services (Clubs, Sports, Theatres, Cinemas, etc.), transport, Sanitation (at work places), Drinking Water Facilities, Vacation Homes, etc. The net amount spent, including depreciation but excluding any capital expenditure, was recorded. In the course of the pilot enquiry, it was noticed that, in most of the cases, employers either did not maintain any records separately for the above mentioned items or expenses related not only to persons falling within the scope of the Study but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately for the above-mentioned items, and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the Study formed to the total employees. The cost of subsidies per man-day worked was Re. 0.28, constituting about 5 per cent of the total labour cost (Statement 8.2). The proportion of this cost was higher in large units as compared to small ones. Statement 8.5 gives details in respect of the cost on subsidies incurred by the employers in the Match Industry.

As would be seen from the Statement (8.5), the main items of expenditure under this head were canteens, medical and health care and sanitation which together accounted for about 83 per cent of the total cost on subsidies. The remaining cost on subsidies (about 17 per cent) was shared by credit unions, etc., educational services, recreation facilities, drinking water facilities, etc.

8.2.7. *Cost of Running Welfare Centres (Non-statutory) and Direct Benefits.*—The Survey has revealed that expenses incurred by the employers on these accounts formed an insignificant proportion of the total labour cost.

8.2.8. *Some Other Payments Related to Labour Cost.*—Under this group, expenses relating to recruitment, vocational training, apprenticeship and on-the-job medical services were recorded. A perusal of Statement 8.2 (Col. 12) would show that this group accounted for only Re. 0.02 per man-day worked at the Industry level. The expenses related to only apprenticeship and provision of on-the-job medical services.

8.2.9. *Others*—Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of the labour cost items were recorded. They related to the cost incurred by the employers in connection with the supply of protective equipment and salaries of Labour/Welfare Officers. The total cost on account of these items amounted to Re. 0.11 per man-day worked or about 2 per cent of the total labour cost at the Industry level.

CHAPTER X

SUMMARY OF FINDINGS

During 1965, there were 265 Match factories registered under the Factories Act, 1948, and they employed about 18.4 thousand persons. Madras alone accounted for about two-thirds of the factories and nearly half of the employment in the Industry.

On the basis of the present Survey, it has been estimated that, on 31st March, 1965, the Industry employed about 20 thousand workers, of which nearly 7 per cent were not covered under the Factories Act, 1948. The distribution of all workers (covered and not covered under the Factories Act, 1948) according to broad occupational groups shows that nearly 90 per cent were 'Production and Related Workers (including Supervisory)'. Persons in the group 'Watch and Ward and Other Services' accounted for 5 per cent of the total working force, followed by 'Clerical and Related Workers' who constituted about 4 per cent of the total employment. The rest of the employees belonged to the other two categories. Women were employed in all the factories and they formed about one-third of the total working force in the Industry. Child labour was almost insignificant. No workers were employed through contractors. A majority of the production workers (i.e., about 61 per cent) were being paid on a piece-rate basis and the rest were all time-rated.

The system of recruitment was direct for about 93 per cent of the workers in the Industry and all of them were recruited at the factory gate itself. Of the remaining workers, nearly 4 per cent were recruited through Employment Exchanges and the rest through test, interview, etc. Nearly 59 per cent of the production workers were permanent, about 37 per cent were temporary, about 3 per cent were casual workers and the rest were probationers and paid apprentices. It is estimated that about 40 per cent of the production workers in the Industry had put in under one year's service as on 31.3.1965 and about 33 per cent of the workers had been in service for 10 years or more. The remaining workers fell in the intermediary groups.

Measures for reducing absenteeism and labour turnover had been taken in about 21 and 2 per cent of the units in the country respectively.

Training and apprenticeship facilities existed in only about 3 per cent of the factories in the country.

During March, 1965, the average daily earnings of workers in the groups 'Professional, Technical and Related Personnel,' 'Administrative, Executive and Managerial Personnel', 'Clerical and Related Workers (including Supervisory)' and 'Watch and Ward and Other Services' were Rs. 9.28, Rs. 5.15., Rs. 8.20 and Rs. 5.51 respectively. Data collected under the Payment of Wages Act show that, during 1965, the average daily earnings of all workers were Rs. 5.27.

The practice of paying a separate dearness allowance to the workers existed in only about 8 per cent of the factories in the country. Very few factories in the Industry were paying production bonus, night shift allowance, house rent allowance and attendance bonus to their workers.

The practice of paying annual bonus and festival bonus existed in about 48 and 21 per cent of the factories respectively. No other bonus was being paid in the Match Industry.

Nearly 97 per cent of the factories were working one shift a day and the remaining about 3 per cent were working double shift. About 97 per cent of the Match factories worked up to 8 hours a day and, in the remaining units, the working hours were more than 8 and up to 9. In none of the units, the weekly hours of work exceeded 48. All the Match factories in the country were allowing some rest-interval to their workers, the duration of which varied from half an hour to more than two hours.

In regard to such basic necessities as latrines, the position was found to be, more or less, satisfactory as the percentage of factories where such facilities existed was about 91 in the country. Urinals were, however, found to have been provided in about 42 per cent of the Match factories in the country.

Earned leave with pay was being allowed to workers in about 85 per cent of the factories. It is estimated that about 54 per cent of the workers availed themselves of earned leave during 1964 and that about half of them took leave for over 10 and up to 15 days. The practice of granting casual leave and sick leave with pay existed in only about 3 and 5 per cent of the factories respectively. National and/or festival holidays were being allowed

to workers in about 98 per cent of the factories in the country. All Match factories surveyed were found to be complying with the provision of the law in regard to the grant of a weekly day of rest to their employees.

Suitable arrangements for the supply of drinking water were found to be existing in all the units surveyed and cooled water during the summer months was also being supplied in about 60 per cent of the factories. However, of the factories under a statutory obligation to supply cooled water during summer, only about half had complied with the law. Washing facilities were found to have been provided in about 93 per cent of the factories in the country and about three-fourths of them supplied some cleansing material as well. Bathing facilities were available in only one Match factory surveyed.

Canteens had been provided in half of the factories required to do so and they represented only about 3 per cent of the Match factories in the country, no other factory having provided the facility voluntarily. The canteens served tea, coffee and snacks and were being run by the managements. The articles were sold either at subsidised rates or on a 'no-profit, no-loss' basis.

It is estimated that about 21 per cent of the factories surveyed employed more than 50 women workers and were, therefore, under a statutory obligation to provide creches. Of these, about 26 per cent had fulfilled their obligation. Rest shelters were provided in about 30 per cent of the units which were under obligation to do so. In the Industry, as a whole, rest shelters existed in about 11 per cent of the factories as a few others had provided them on their own. Recreation facilities for the workers existed in about 8 per cent of the Match factories in the country. Educational facilities for the workers' children had been provided in only one factory in the country.

The Survey revealed that about 3 per cent of the factories in the country were maintaining dispensaries. These very factories were under a statutory obligation to provide an ambulance room and all of them had done so. First-aid boxes were provided in about 93 per cent of the factories in the country and, in all of them, they were easily accessible to workers. The contents of the first-aid boxes were complete in about 33 per cent of the factories and only about 28 per cent had appointed trained first-aiders.

Not much attention seems to have been paid by the Industry to the problem of providing residential accommodation for its employees since only about 16 per cent of the factories had provided housing accommodation to 5 per cent of their employees. Nearly half of the houses were one-room tenements and, in about 70 per cent of the cases, no rent was charged from the allottees.

Provident fund schemes were in force in about 46 per cent of the factories and about 56 per cent of the workers were members thereof. None of the Match factories surveyed had introduced any pension scheme. Gratuity schemes were in force in only about 5 per cent of the factories in the country.

Though women were employed in all the factories, claims for maternity benefits were made and accepted for payment in only about 11 per cent of the units during the year 1964. It is estimated that, during 1964, the frequency rate of accidents per thousand workers employed in the Industry was about 94. All the workers involved in accidents suffered only temporary disability.

Trade unions existed in only about 10 per cent of the factories in the Industry and nearly 48 per cent of the workers were members of these trade unions.

Collective agreements, since 1956, had been concluded in only about 3 per cent of the units. Standing Orders for regulating service conditions had been framed in about 77 per cent of the Match factories which were statutorily obliged to do so. In all, Standing Orders existed in about 40 per cent of the factories in the country as a few establishments had framed them on their own.

Only about 3 per cent of the factories in the Industry were under a statutory obligation to appoint Welfare Officers and they had done so. No other factory had appointed any such Officer voluntarily.

Only about 15 per cent of the Match factories in the country were under a statutory obligation to set up Works/Joint Committees and, of these, about 54 per cent had complied with the law. Actually, such Committees had been constituted in about 15 per cent of the units in the country as a few establishments had formed them on their own although they employed less than 100 workers. Production Committees were found to have been set up in about 4 per cent of the factories in the country.

Data pertaining to labour cost collected in respect of workers receiving less than Rs. 400 per month and covered under the Factories, Act, 1948, show that, in 1964, the cost per man-day worked in the Industry was Rs. 6.06. 'Wages', i.e., basic wage, dearness allowance, incentive/production bonus and attendance bonus, alone accounted for about 75 per cent of the total labour cost, other important elements being bonuses (about 5 per cent), obligatory social security contributions (about 8 per cent) and subsidies (nearly 5 per cent).

Salient features of the Match Industry, as thrown up by the Survey of Labour Conditions are presented in the following Statement 9.1.

STATEMENT 9.1

SALIENT FEATURES OF THE MATCH INDUSTRY

<i>Particulars</i>	<i>Estimates for the Industry, as a whole</i>
1	2
I. Employment	
TOTAL	20,204
Of which Production and Related Workers	90%
Others	10%
Women Labour	32%
PRODUCTION WORKERS (TOTAL)	17,889
Of which Time-rated	39%
Piece-rated	61%
Employed through Contractors	—
PRODUCTION WORKERS, EMPLOYED DIRECTLY (TOTAL)	17,889
Of which permanent workers	59%
Workers with service of 10 years and more	33%
II. Wages and Emoluments	
Average daily earnings of	
(i) All Workers (1965)	Rs. 5.27
(ii) Professional, Technical and Related Personnel (March, 1965)	Rs. 9.28
(iii) Administrative, Executive and Managerial Personnel (March, 1965)	Rs. 5.15
(iv) Clerical and Related Workers (including Supervisory) (March, 1965)	Rs. 3.20
(v) Watch and Ward and Other Services (March, 1965)	Rs. 5.51
<i>Proportion of</i>	
Factories paying separate dearness allowance	8%
Factories in which the dearness allowance was linked with the Consumer Price Index Number.*	17%
Factories paying production/incentive bonus	3%
Factories paying annual bonus	48%
Factories paying festival bonus	21%
III. Hours of Work, etc.	
<i>(Proportion of)</i>	
Factories where daily hours of work were 8 or less	97%
Factories where weekly hours of work were 48 or less	100%
Factories where spread-over was up to 10 hours	92%
Factories where rest-interval was up to two hours	94%

* Out of those paying separate dearness allowance.

IV. Leave and Holidays with Pay*Proportion of units granting*

Earned leave	..	85%
Sick leave	..	5%
Casual leave	..	3%
National and festival holidays	..	98%
Weekly off	..	73%

V. Welfare and Amenities*Proportion of units providing*

Seating arrangement (out of those where workers had to do work standing)	..	44%
Drinking water facility	..	100%
Washing facility	..	93%
Rest shelters	..	11%
Canteens	..	3%
Creches	..	6%
Latrines	..	91%
Urinals	..	42%
Labour/Welfare Officers	..	3%
First-aid boxes	..	93%
Ambulance rooms	..	3%
Recreation facilities	..	8%
Educational facilities	..	1%
Housing facilities	..	16%
		5%*

VI. Social Security*Proportion of units having*

Provident fund schemes	..	46%
Pension schemes	..	—
Gratuity schemes	..	5%
Proportion of workers covered under Provident Fund Schemes	..	56%

VII. Accident Rate

.. 94

*Per thousand workers employed***VIII. Industrial Relations**

Factories having trade unions	..	10%
Proportion of workers who were members of trade unions	..	48%
Units having concluded collective agreements	..	3%
Factories having Standing Orders	..	40%
Factories having Works/Joint Committees	..	15%

IX. Labour Cost

Labour Cost per Man-day Worked during 1964	..	Rs. 6.06
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* Indicates percentage of workers housed.

APPENDIX

A Brief Note on the Sample Design and the Method of Estimation Adopted

1. Sample Design

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size groups were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent error at 95 per cent confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Match Industry it was chosen as 90 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc., it was thought that a sample of 25 per cent from the upper size group and 12½ per cent from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures etc., the required sample size should be increased to allow for the above mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below:—

I. In case of such industries where the sample size had not been inflated substitution was done to replace sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular stratum; or
- (b) The number of units found closed, etc., was more than 1 in a sample of 6 to 10 units of size class of particular stratum.
- (c) In cases where the sample sizes were more than 10 units, substitution was made when the extent of closures was 50 per cent or more.

II. For industries where the sample size had already been inflated substitution was done only if the extent of closure was 50 per cent or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within regional stratum were arranged by contiguous States and within each State by contiguous districts in serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Match factories was the list of registered factories for the year 1963.*

2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are high correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with

*For Andhra Pradesh and Maharashtra list relates to the year 1962.

employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, the estimate for the total (for all-India) of a particular characteristic not correlated with employment in the industry has been obtained as:—

$$X = \frac{N_u - N^1_u}{n_u - n^1_u} \sum_i X_{iu} + \frac{N_l - N^1_l}{n_l - n^1_l} \sum_i X_{il} \dots \dots \dots (i)$$

The summation extending over all the sampled units surveyed in the stratum.

- Where X = the estimated total of the X-characteristic for particular stratum.
 N_u and N_l = the number of units in the original population as featuring in the 1963 list, which was used as frame, in the upper and lower size groups respectively of the stratum.
 N^1_u and N^1_l = the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively, of the stratum.
 n_u and n_l = the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the stratum.
 n^1_u and n^1_l = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.
 X_{iu} and X_{il} = the total of the characteristic X in the i th sample unit of the upper and lower size groups respectively of the stratum.

In the industry the estimate for the characteristic-Y correlated with employment is given by:

$$Y = \frac{\sum N_u - N^1_u}{\sum n_u - n^1_u} \sum_i Y_{iu} + \frac{\sum N_l - N^1_l}{\sum n_l - n^1_l} \sum_i Y_{il} \dots \dots \dots (ii)$$

The summation extending over all the sampled units in the industry/stratum.

- Where Y = the estimated total of the characteristic—Y for particular stratum.
 $\sum N_u - N^1_u$ and $\sum N_l - N^1_l$ = the total employment in 1963 in $N_u - N^1_u$ and $N_l - N^1_l$ units respectively, of the stratum.
 $\sum n_u - n^1_u$ and $\sum n_l - n^1_l$ = the total employment in 1963 in $n_u - n^1_u$ and $n_l - n^1_l$ sampled units respectively of the industry/stratum.
 Y_{iu} and Y_{il} = the total of characteristic Y in the i th sample unit of the upper and lower size groups respectively of the stratum.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formula for each one of the strata of an industry.

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1.	DLB-41/1000	Report on Survey of Labour Conditions in Silk Factories in India.	1964	Rs. 5.50 or 12 Sh. 10 d. or 1\$ 98 cents.
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1	2	3	4	5
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1	2	3	4	5
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